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South Orangetown Csd And
Education Assn Of South Orangetown

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AGREEMENT

between the

BOARD OF EDUCATION

SOUTH ORANGETOWN

CENTRAL SCHOOL DISTRICT

and the

EDUCATION ASSOCIATION OF

SOUTH ORANGETOWN

July 1, 1997 - June 30, 2002

NYS PUBLIC EMPLOYMENT
RELATIONS BOARD
RECEIVED

JUN 21 1999

OFFICE OF THE CHAIR

AGREEMENT

between the South Orangetown Central School District, Rockland County, New York (herein called "District") and the Education Association of South Orangetown (herein called "EASO").

PREAMBLE

The relationship between the District and Administrators of the School District, EASO, and the individual teachers of the District transcends considerations of "terms and conditions of employment." As a description and recognition of those relationships, the District and EASO adopt the Joint Code of Ethics developed jointly by the New York State School Boards Association and the New York State Teachers' Association which appears as Article XXII, and the official interpretations of that Code. EASO and the District will consider all complaints and charges referred to it by the other. This Agreement is entered into in order to effect the provisions of Chapter 392 of the Laws of 1967 (The Public Employees' Fair Employment Act), to encourage and increase effective and harmonious working relationships between the District and EASO and to enable the teachers more fully to participate in and contribute to the development of personnel policies and educational programs for the school district so that the cause of public education may best be served in South Orangetown.

TABLE OF CONTENTS

Article	Title	Page
I	UNIT DETERMINATION, DUES DEDUCTION	3
II	GENERAL PROVISIONS	4
III	ASSOCIATION RIGHTS AND RESPONSIBILITIES	5
IV	FRINGE BENEFITS	7
V	SALARY PROVISIONS	10
	Salary Index Schedule 1997-98	15
	Salary Schedule 1997-98	16
	Salary Index Schedule 1998-99	17
	Salary Schedule 1998-99	18
	Salary Index Schedule 1999-2000, 2000-01, 2001-02	19
	Salary Schedule 1999-2000	20
	Salary Schedule 2000-01	21
	Salary Schedule 2001-02	22
VI	COMPENSATION FOR EXTRA PAY ASSIGNMENTS	23
	Athletics	24
	Extra-Curricular Activities	29
	Intramural Sports	34
	Other Extra Pay Assignments	35
VII	TEACHING YEAR, DAY, AND HOURS	36
VIII	TEACHING LOAD AND ASSIGNMENT	38
IX	TEACHER TRANSFER	41
X	SUMMER SCHOOL	43
XI	TEACHING CONDITIONS	44
XII	SUPPORTIVE PERSONNEL	46
XIII	LEAVES OF ABSENCE	46
XIV	OBSERVATION AND EVALUATION	51
XV	STAFF-ADMINISTRATION COMMITTEES	56
XVI	GRIEVANCE PROCEDURE	57
XVII	NEGOTIATION PROCEDURE	60
XVIII	CORPORAL PUNISHMENT AND TEACHER PROTECTION	61
XIX	ACADEMIC FREEDOM	62
XX	BOARD-EASO COOPERATIVE ACTION	63
XXI	REDUCTION IN FORCE	65
XXII	TEACHER ASSISTANTS	67
XXIII	JOINT CODE OF ETHICS	68
XXIV	RETIREMENT INCENTIVE	70
XXV	DURATION OF/SIGNATURES	71

ARTICLE I

UNIT DETERMINATION, DUES DEDUCTION

A. UNIT DETERMINATION

The District recognizes EASO as the exclusive representative for the purpose of collective negotiations of all classroom teachers, art teachers, music teachers, school nurse-teachers, guidance counselors, psychologists, speech therapists, librarians, department chairmen, teacher assistants and all certified and professional personnel or uncertified personnel, if any, in positions normally requiring certification by the New York State Education Department, but excluding the superintendent, assistant superintendent, principals, assistant principals, district-wide directors, substitute teachers, and all personnel in positions not requiring certification by the New York State Education Department.

Notwithstanding the termination clauses of this Agreement, this exclusive recognition shall continue pursuant to the Taylor Law.

The term "teacher" in this Agreement means each member of the negotiating unit as herein described.

B. DUES DEDUCTION

Upon presentation of the New York State United Teachers Data Processing Dues Deduction Authorization Forms, signed by individual teachers, dues of such teachers for EASO, the New York State United Teachers and its affiliates shall be deducted in eighteen (18) equal consecutive installments beginning with the first pay period in October and in accordance with the authorization and forwarded to EASO.

Upon presentation of the appropriate form, contributions to VOTE/COPE will be deducted in one payment. This deduction will be made by the first pay in October.

ARTICLE II

GENERAL PROVISIONS

- A. This agreement shall constitute the full and complete commitments between the District and EASO and may be altered, changed, added to, deleted from, or modified only through the mutual consent of the officially designated negotiating teams as stipulated in ARTICLE XVII SECTIONS B and C, upon written notice of the desire to change.
- B. The agreement shall supersede any policy, rule, regulation or practice of the District which shall be contrary to or inconsistent with its terms.
- C. Any individual arrangement, agreement, or contract between the District and an individual teacher, heretofore executed, shall be subject to and consistent with the terms and conditions of this Agreement, and any individual arrangement, agreement, or contract hereafter executed shall be expressly made subject to and consistent with the terms of this or subsequent agreements to be executed by the parties. If any individual arrangement, agreement, or contract contains any language inconsistent with this Agreement, this Agreement, during its duration, shall be controlling.
- D. If any problem arises during the term of this Agreement which either of the parties contend is not embraced within the written terms hereof, the superintendent of schools or the president of EASO shall arrange a meeting of the officially designated negotiating teams as stipulated in ARTICLE XVII, SECTIONS B and C, to discuss a solution of such problem or an amendment to this Agreement.

Both parties shall make every effort to resolve this problem.
- E. If any provision of this Agreement or any application of the Agreement to any teacher or group of teachers shall be found contrary to the law, then the parties mutually agree to renegotiate the specific item found contrary to law.

ARTICLE III

ASSOCIATION RIGHTS AND RESPONSIBILITIES

- A. EASO will be provided with one complete and up-to-date copy of the Board's policies, rules, and regulations, including any changes or amendments thereto.

In addition, one such copy shall be maintained up-to-date in each school of the District, which shall be available to the teachers.

- B. The superintendent will make available to EASO identical information for Board meetings as is made available to the public. In addition, approved minutes of regular and special Board meetings will be made available to EASO. EASO will make available to the superintendent and the building administrators copies of its newsletters and bulletins, in order that the free exchange of ideas and information may lead to understanding and cooperative effort.

- C. The District will make available to EASO a copy of the proposed budget and other statements and reports normally issued to the taxpayers of the district, a copy of Form SBM-1 (Annual School budget) filed with the State Education Department after the adoption of the Budget, and a copy of the annual financial report (an analysis report prepared for local District use). A copy of the annual financial report (Form ST-3) and a copy of the annual local audit will be available in the business office, and these documents may be examined there. It is understood that EASO may make copies of any items contained in these two documents at no expense to the District.

- D. EASO shall have the right to post notices of its activities and matters of EASO's concern on teacher bulletin boards, at least one of which shall be provided in each school building. EASO shall have the right to use the district carrier service and teacher mailboxes for communication purposes. It is expressly understood that no member of the administration will assume responsibility for the posting or distribution of EASO materials.

- E. EASO and its representatives shall have the right to transact official EASO business on school property at all reasonable times, provided that this shall not interfere with or interrupt normal school operations. No EASO views on matters relating to supervisor-teacher or District-EASO relationships will be discussed in the presence of students.
- F. EASO and its representatives shall have the reasonable use of school buildings for meetings. All requests for building use will be submitted in writing in accordance with existing Board policies, and on a form provided by the District.
- G. EASO may use school facilities and equipment including typewriters, mimeograph machines, and other duplicators, calculating machines, and all types of audio-visual equipment provided that:
1. Request for use of same is arranged for in advance.
 2. The use is strictly to service the business of EASO.
 3. The purpose is for internal business of EASO.
 4. Supplies, in connection with use mentioned herein, will be furnished or paid for by EASO.
 5. EASO will reimburse the district for any loss due to damage.
 6. The equipment will not be moved from its customary location without permission.
- H. The names, addresses, assignments, and salary schedule placement of newly hired teachers shall be made available to EASO following Board approval of their appointments.
- I. The expenses of reproducing copies of this Agreement shall be shared equally by both parties. EASO will distribute a copy to each member of the negotiating unit.

J. ASSOCIATION LEAVE

The District will give time off with pay to the actual delegates to the Representative Assembly of the New York State United Teachers and Retirement

System and will continue its present policies with respect to giving time off with pay to teachers to attend conferences of educational value. A total of two (2) days may be used by official representatives of EASO to attend meetings called by the New York State United Teachers in addition to the meeting of the Representative Assembly.

The two (2) days so used may be taken by one person for two days, or by two persons for one day each, at the discretion of the president of EASO.

The Board of Education agrees to continue payment of the EASO representative's salary, and EASO agrees to reimburse the Board of Education for the salary of the substitute involved for these days. In the single instance where a three (3) day conference is called, the EASO representative may use one of his personal days for the third day, if all have not been used prior to the meeting. In this case, the Board of Education will provide the substitute teacher for the third day.

ARTICLE IV

FRINGE BENEFITS

- A. The District shall provide for all unit members, upon the unit member's election, individual or family medical insurance coverage under the New York State Empire Plan, with enhancements, and shall pay 90% of the cost of the premiums for such insurance. Ten percent (10%) of the cost of such insurance shall be paid by the electing unit member through a payroll deduction. A unit member may decline coverage by notifying the business office of the District, in writing, by December 31 prior to the year that benefits are to be declined. No unit member can change or revoke any of her/his elections or this salary redirection agreement at any time during the plan year unless she/he has a change in family status (including marriage, divorce, death of a spouse or child, birth or adoption of a child), termination or commencement of employment of a spouse, change in her/his or her/his spouse's employment status from full-time to part-time or from part-time to full-time, her/his

spouse or she/he taking an unpaid leave of absence, a substantial change in her/his family's health coverage due to a change in her/his spouse's employer-sponsored health coverage. In December of each year she/he will have the opportunity to change her/his benefit election for the following Plan Year. Each year that a teacher does not take advantage of the medical, insurance, she/he will receive a payment of \$1600.00. Payment will be made in June during the calendar year in which said unit member does not wish to take advantage of the medical insurance.

- B. The District shall provide dental insurance for all unit members, upon the unit member's election in accordance with the plan currently in effect and shall pay 90% of the premium cost of such insurance. Ten percent (10%) of the cost of such insurance shall be paid by the electing unit member through a payroll deduction. A unit member may decline coverage by notifying the business office of the District, in writing, by December 31 prior to the year that benefits are to be declined. No unit member can change or revoke any of her/his elections or this salary redirection agreement at any time during the plan year unless she/he has a change in family status (including marriage, divorce, death of a spouse or child, birth or adoption of a child), termination or commencement of employment of a spouse, change in her/his or her/his spouse's employment status from full-time to part-time or from part-time to full-time, her/his spouse or she/he taking an unpaid leave of absence, a substantial change in her/his family's dental coverage due to a change in her/his spouse's employer-sponsored dental coverage. In December of each she/he will have the opportunity to change her/his benefit election for the following plan year.

Each year that a teacher does not take advantage of the dental insurance, she/he will receive a payment of \$400.00. Payment will be made in June during the calendar year in which said unit member does not wish to take advantage of the dental insurance.

- C. It is agreed that for the duration of this Agreement, the District will make available, without cost, to all members of the unit:
- a group life insurance plan providing term insurance for \$10,000 with conversion privileges. The employee may purchase, at her/his own, expense \$5,000 worth of coverage for the spouse, and \$1,000 worth of coverage for each child with conversion privileges under the existing group life insurance plan. The District will make every effort to make payroll deduction available for the purchase of this additional insurance.
- D. The District shall provide each unit member with an excess major medical policy according to the coverage currently in effect and shall pay 90% of the premium cost of such insurance. Ten percent (10%) of the cost of such insurance shall be paid by the electing unit member through a payroll deduction. A unit member may decline coverage by notifying the business office of the District, in writing, forty-five (45) days prior to the effective date of the cancellation of coverage, such date to be determined by the policy provisions or rules of the carrier. If a unit member and the unit member's spouse are employed by the District, the District shall pay the premium for only one spouse. Any unit member who declines coverage shall have the right to enroll at the earliest date determined by the policy provisions or rules of the carrier.
- E. EASO and the District will set up a joint committee to study health insurance carriers. This committee will investigate offering health insurance carriers in addition to the New York State Empire Plan. If carriers in addition to the New State Empire Plan are available, teachers will have a choice of carrier.
- F. A benefit fund shall be established by EASO and shall be administered by EASO in accordance with the rules of the Department of Labor and the State Education Department. Effective July 1, 1995, the District shall pay to EASO

an amount equal to \$380.00 times the total full time equivalent members of the bargaining unit employed by the District as of November 1 of each school year. The District shall pay one quarter of the amount due on November 1 and the balance on or before January 1 of each school year. The benefit fund shall be administered by EASO to provide benefits for the members of the bargaining unit. The District and EASO hereby agree to explore the possibility of including dental, life, and/or excess major medical insurance coverages in the benefit fund.

ARTICLE V

SALARY PROVISIONS

- A. Teachers will be paid salaries in accordance with the schedules and provisions attached hereto and hereby made a part thereof except as hereinafter provided.

SCHEDULES:

Schedule A. Bachelor's degree or permanent certification

Schedule C. Bachelor's degree plus 30 approved hours

Schedule D. Master's degree or Bachelor's degree plus 45 approved hours

Schedule F. Master's degree plus 30 approved college graduate hours

Schedule G. Master's degree plus 45 approved college graduate hours

Schedule H. Master's degree plus 60 approved college graduate hours

Schedule I. Doctoral degree

Any teacher currently on Schedule B (B.A.+15) or Schedule E (B.A.+60, M.A.+15) in the contract effective July 1, 1977 through June 30, 1980 will remain on said schedule for compensation purposes. Any teacher currently on Schedule A working towards former Schedule B, or Schedule D working towards former Schedule E, must complete such requirements on or before June 30, 1983 (grandfathered). It is understood and agreed that only those teachers who have submitted a course approval form to move horizontally on former schedules B and E on the salary schedule prior to June 30, 1980 shall be

eligible for this exception.

1. Schedules B and E will continue to exist as indexed for internal administrative purposes and for compensation for those teachers on these schedules.
2. Teachers on Schedules B and E will continue to receive normal increments and any negotiated increases in base salary as indexed in the future.
3. Teachers on schedules B and E will continue to have the ability to move to a higher lane on the Salary Schedule.
4. The BA+45 part of schedule D shall be deleted. Any teacher currently on BA+45 will remain on said schedule for compensation purposes. In addition, any teacher currently on schedule C working toward BA+45 of schedule D shall be allowed to complete work toward BA+45.
5. A teacher with a doctoral degree will be compensated at a rate of 3.7% above the appropriate step on the MA+60 schedule.

B. APPROVED STUDY

1. By "approved study" is meant work of such nature and quality as shall be approved by the superintendent of schools or the Board of Education using the following guidelines:
 - a. Graduate work in the area of teacher's specialization or certification.
 - b. Graduate work in general education.
 - c. Graduate work directed toward advancement in the educational profession or change in area of specialization.
 - d. Participation in professional workshops initiated by this school district.
 - e. In-Service (see ARTICLE XX, D).
2. Each teacher is responsible for establishing and maintaining her or his certification.
3. Progress on each schedule shall be as outlined in the attached salary

schedule.

4. The 30 hours of approved study beyond the baccalaureate degree are hours of study which are taken in point of time after the baccalaureate degree has been earned or the 30 hours of approved study (total 60 hours) beyond and subsequent to the fifth year of preparation are hours of study which are taken and completed subsequent to the completion of the fifth year of preparation (Education Law 3103).

The MA+30 hours, as outlined by the Board of Education on May 8, 1962 effective September 1, 1962 and September 1, 1964, follow the principles established by the State Salary Law. Namely, all graduate college courses shall be given credit only if such graduate college courses were earned subsequent to the conferring of the Master's degree. However, all graduate courses or in-service courses (taken prior to June 30, 1962) earned by teachers who were on the staff prior to June 30, 1962 will be given credit. All courses earned after July 1, 1962 shall meet the policy requirements and be approved by the superintendent before the courses are taken. All course work completed beyond the MA+30 will also be reviewed and evaluated by the Superintendent of Schools.

Staff personnel placed on the MA+45 column will have been admitted to doctorate candidacy in an accepted institution or have planned programs which indicate evidence of improved desirable skills which are in line with the goals of the school district.

Credits beyond the degree, to be valid for scale adjustment, must be in the area of the teacher's specialization or in general education. (A science teacher will not receive credit for a course in art.) Exceptions to this rule are at the discretion of the Board of Education.

Teachers must obtain prior approval of the university work that is planned in order to be applied to the salary schedule (see also ARTICLE XX, Section D).

5. It is the teacher's responsibility to notify the superintendent's office by May 1 of any school year if he/she will be advancing on the schedule in the next school year.

C. The starting salary of a new teacher entering the employ of the school district shall be determined and approved by the Board of Education, upon the recommendation of the superintendent of schools.

D. It shall be the responsibility of all professional personnel to submit transcripts of their baccalaureate degrees, or graduate degrees, and any additional credit, to receive credit for placement upon the salary schedule. Transcripts must also accompany any request for adjustment on the scale placement beyond the degree.

E. Members of the educational staff are responsible at all times for keeping their certification requirements current and up-to-date.

F. LONGEVITY

The District shall pay longevity increments after 15 years - (See Salary Schedules Steps 16 - 25).

G. EXTRA-CURRICULAR STIPEND

Payment for extra-curricular "seasonal" work and athletics will be made on the first pay following the completion of the assignment. Payment for on-going extra-curricular work will be made in two equal payments, one in January and one in June.

Payment for both the categories listed above will be made in a separate accounting for tax purposes. Payment for assignments in Article VI, Section D7 will be distributed equally in each paycheck.

H. DISTRIBUTION OF PAYCHECKS

Paychecks will be made available by 11:00 a.m. on paydays. If a payday falls during a vacation, paychecks will be distributed on the last day of work. These checks will be dated the regular date.

I. SALARY INCREMENTS

Effective July 1, 1997, the base of the index will be increased by 3.0%. All other compensation, including longevity, will be increased by the same percentage as the base.

Effective July 1, 1998, the base of the index will be increased by 0.0%. All other compensation, including Steps 16 - 25, will be increased by 3.375%.

Effective July 1, 1999, the base of the index will be increased by 0.0%. All other compensation, including Steps 16 - 25, will be increased by 2.75%-4% (2.75% used as example in guide).

Effective July 1, 2000, the base of the index will be increased by 0.0%. All other compensation, including Steps 16 - 25, will be increased by 2.9%-4% based on CPI (2.9% used as example in guide).

Effective July 1, 2001, the base of the index will be increased by 3-4% based on CPI (3% used as example in guide). All compensation, including Steps 16 - 25, will be increased by the same percentage.

For the years 1999 - 2000, the CPI increase will be adjusted as follows:
the increase in the CPI for the NYC-NENJ area for the period from May 1998 to May 1999.

For the years 2000 to 2001, the CPI increase will be adjusted as follows:
the increase in the CPI for the NYC-NENJ area for the period from May 1999 to May 2000.

For the years 2001 to 2002, the CPI increase will be adjusted as follows:
the increase in the CPI for the NYC-NENJ area for the period from May 2000 to May 2001.

For the 1999 - 2000 year salary, if the CPI is 2.75% or less, the percentage increase is 2.75%. If the CPI is greater than 2.75% and less than 4%, the percentage increase is the CPI. If the CPI is greater than 4%, the percentage increase is 4%.

For the 2000 - 2001 year salary, if the CPI is 2.9% or less, the percentage increase is 2.9%. If the CPI is greater than 2.9% and less than 4%, the percentage increase is the CPI. If the CPI is greater than 4%, the percentage increase is 4%.

For the 2001 - 2002 year salary, if the CPI is 3% or less, the percentage increase is 3%. If the CPI is greater than 3% and less than 4%, the percentage increase is the CPI. If the CPI is greater than 4%, the percentage increase is 4%.

TEACHERS' SALARY SCHEDULE 15 STEP INDEX
1997-98

INDEX	A	B	C	D	E	F	G	H	I
1	1	1.05	1.1	1.15	1.2	1.25	1.3	1.35	1.4
2	1.05	1.1025	1.155	1.21161	1.26429	1.31696	1.36964	1.42232	1.475
3	1.1	1.155	1.21	1.27322	1.32858	1.38392	1.43928	1.49464	1.55
4	1.15	1.2075	1.265	1.33483	1.39287	1.45088	1.50892	1.56696	1.625
5	1.2	1.26	1.32	1.39644	1.45716	1.51784	1.57856	1.63928	1.7
6	1.25	1.3125	1.375	1.45805	1.52145	1.5848	1.6482	1.7116	1.775
7	1.3	1.365	1.43	1.51966	1.58574	1.65176	1.71784	1.78392	1.85
8	1.35	1.4175	1.485	1.58127	1.65003	1.71872	1.78748	1.85624	1.925
9	1.4	1.47	1.54	1.64288	1.71432	1.78568	1.85712	1.92856	2
10	1.45	1.5225	1.595	1.70449	1.77861	1.85264	1.92676	2.00088	2.075
11	1.5	1.575	1.65	1.7661	1.8429	1.9196	1.9964	2.0732	2.15
12	1.55	1.6275	1.705	1.82771	1.90719	1.98656	2.06604	2.14552	2.225
13		1.68	1.76	1.88932	1.97148	2.05352	2.13568	2.21784	2.3
14		1.7325	1.815	1.95093	2.03577	2.12048	2.20532	2.29016	2.375
15				2.0125	2.1	2.1875	2.275	2.3625	2.45

1997-98 TEACHERS' SALARY SCHEDULE - BASE SALARY

Effective 7/1/97 - 3% increase 15 step schedule

	BA	BA+15	BA+30	BA+45	BA+60				
	A	B	C	MA	MA+15	MA+30	MA+45	MA+60	PH. I
				D	E	F	G	H	I
1	35302	37067	38832	40597	42362	44128	45893	47658	4942
2	37067	38920	40774	42772	44632	46491	48351	50211	5207
3	38832	40774	42715	44947	46902	48855	50809	52764	5471
4	40597	42627	44657	47122	49171	51219	53268	55317	5736
5	42362	44481	46599	49297	51441	53583	55726	57870	6001
6	44128	46334	48540	51472	53710	55947	58185	60423	6266
7	45893	48187	50482	53647	55980	58310	60643	62976	6530
8	47658	50041	52423	55822	58249	60674	63102	65529	6795
9	49423	51894	54365	57897	60519	63038	65560	68082	7060
10	51188	53747	56307	60172	62788	65402	68018	70635	7325
11	52953	55601	58248	62347	65058	67766	70477	73188	7589
12	54718	57454	60190	64522	67328	70130	72935	75741	7854
13		59307	62132	66697	69597	72493	75394	78294	8119
14		61161	64073	68872	71867	74857	77852	80847	8384
15				71045	74134	77223	80312	83401	8649
16	55874	62317	65229	72201	75290	78379	81468	84557	8764
19	57030	63473	66385	73357	76446	79535	82624	85713	8880
22	58186	64629	67541	74513	77602	80691	83780	86869	8995
25	59342	65785	68697	75669	78758	81847	84936	88025	9111

TEACHERS' SALARY SCHEDULE 14 STEP INDEX
1998-99

INDEX	A	B	C	D	E	F	G	H	I
1	1	1.05	1.1	1.15	1.2	1.25	1.3	1.35	1.4
2	1.05	1.1025	1.155	1.2164	1.2692	1.3221	1.375	1.4279	1.4808
3	1.1	1.155	1.21	1.2827	1.3385	1.3942	1.45	1.5058	1.5615
4	1.15	1.2075	1.265	1.3491	1.4077	1.4664	1.525	1.5836	1.6423
5	1.2	1.26	1.32	1.4154	1.4769	1.5385	1.6	1.6615	1.7231
6	1.25	1.3125	1.375	1.4818	1.5462	1.6106	1.675	1.7394	1.8039
7	1.3	1.365	1.43	1.5481	1.6154	1.6827	1.75	1.8173	1.8846
8	1.35	1.4175	1.485	1.6145	1.6846	1.7548	1.825	1.8952	1.9654
9	1.4	1.47	1.54	1.6808	1.7538	1.827	1.9	1.973	2.0462
10	1.45	1.5225	1.595	1.7472	1.8231	1.8991	1.975	2.0501	2.1269
11	1.5	1.575	1.65	1.8135	1.8923	1.9712	2.05	2.1288	2.2077
12	1.55	1.6275	1.705	1.8799	1.9615	2.0433	2.125	2.2067	2.2885
13		1.68	1.76	1.9462	2.0308	2.1154	2.2	2.2846	2.3692
14		1.7325	1.815	2.0125	2.1	2.1875	2.275	2.3625	2.45

1998-99 TEACHERS' SALARY SCHEDULE - BASE SALARY

Effective 7/1/98 - 0% increase steps 1-14
(3.375% increase steps 16-25)

	BA	BA+15	BA+30	BA+45 MA	BA+60 MA+15	MA+30	MA+45	MA+60	PHD
1	35302	37067	38832	40597	42362	44128	45893	47658	49423
2	37067	38920	40774	42941	44805	46673	48540	50408	52275
3	38832	40774	42715	45282	47252	49218	51188	53158	55124
4	40597	42627	44657	47626	49695	51767	53836	55904	57976
5	42362	44481	46599	49966	52138	54312	56483	58654	60829
6	44128	46334	48540	52311	54584	56857	59131	61404	63681
7	45893	48187	50482	54651	57027	59403	61778	64154	66530
8	47658	50041	52423	56995	59470	61948	64426	66904	69383
9	49423	51894	54365	59336	61913	64497	67074	69651	72235
10	51188	53747	56307	61680	64359	67042	69721	72373	75084
11	52953	55601	58248	64020	66802	69587	72369	75151	77936
12	54718	57454	60190	66364	69245	72133	75017	77901	80789
13		59307	62132	68705	71691	74678	77664	80651	83637
14		61161	64073	71045	74134	77223	80312	83401	86490
16	57760	64420	67431	74638	77831	81024	84218	87411	90604
19	58955	65615	68626	75833	79026	82219	85413	88606	91799
22	60150	66810	69821	77028	80221	83414	86608	89801	92994
25	61345	68005	71016	78223	81416	84609	87803	90996	94189

TEACHERS' SALARY SCHEDULE 12 STEP INDEX
1999-2000, 2000-2001, 2001-2002

INDEX	A	B	C	D	E	F	G	H	I
1	1	1.05	1.1	1.15	1.2	1.25	1.3	1.35	1.4
2	1.05	1.112	1.165	1.2284	1.2818	1.3352	1.3886	1.442	1.4955
3	1.1	1.1741	1.23	1.3068	1.3636	1.4205	1.4773	1.5341	1.5909
4	1.15	1.2361	1.295	1.3852	1.4455	1.5057	1.5659	1.6261	1.6864
5	1.2	1.2982	1.36	1.4636	1.5273	1.6545	1.6545	1.7182	1.7818
6	1.25	1.3602	1.425	1.542	1.6091	1.7432	1.7432	1.8102	1.8773
7	1.3	1.4223	1.49	1.6205	1.6909	1.8318	1.8318	1.9023	1.9727
8	1.35	1.4843	1.555	1.6989	1.7727	1.9205	1.9205	1.9943	2.0682
9	1.4	1.5464	1.62	1.7773	1.8545	2.0091	2.0091	2.0864	2.1636
10	1.45	1.6084	1.685	1.8557	1.9364	2.0977	2.0977	2.1784	2.2591
11	1.5	1.6705	1.75	1.9341	2.0782	2.1864	2.1864	2.2705	2.3545
12	1.55	1.7325	1.815	2.0125	2.1	2.275	2.275	2.3625	2.45

1999-2000 TEACHERS' SALARY SCHEDULE - BASE SALARY

Effective 7/1/99 - 0% increase steps 1-12
2.75%-4% based on CPI increase steps 16-25 (2.75% used in guide)

	BA	BA+15	BA+30	BA+45 MA	BA+60 MA+15	MA+30	MA+45	MA+60	PH.D.
	A	B	C	D	E	F	G	H	I
1	35302	37067	38832	40597	42362	44128	45893	47658	49423
2	37067	39257	41127	43365	45251	47136	49022	50907	52793
3	38832	41448	43421	46133	48139	50145	52151	54156	56162
4	40597	43638	45716	48901	51027	53154	55280	57406	59532
5	42362	45828	48011	51669	53916	56162	58409	60655	62902
6	44128	48019	50305	54437	56804	59171	61538	63905	66271
7	45893	50209	52600	57205	59692	62180	64667	67154	69641
8	47658	52399	54895	59973	62581	65188	67796	70403	73011
9	49423	54590	57189	62741	65469	68197	70925	73653	76381
10	51188	56780	59484	65509	68357	71206	74054	76902	79750
11	52953	58970	61778	68277	71246	74214	77183	80152	83120
12	54718	61161	64073	71045	74134	77223	80312	83401	86490
16	59348	66191	69285	76691	79972	83253	86534	89815	93096
19	60576	67419	70513	77918	81199	84480	87761	91042	94323
22	61804	68647	71741	79146	82427	85708	88989	92270	95551
25	63032	69875	72969	80374	83655	86936	90217	93498	96779

2000-2001 TEACHERS' SALARY SCHEDULE - BASE SALARY

Effective 7/1/00 - 0% increase steps 1-12
2.9%-4% based on CPI increase steps 16-25 (2.9% used in guide)

	BA	BA+15	BA+30	BA+45 MA	BA+60 MA+15	MA+30	MA+45	MA+60	PH.D.
	A	B	C	D	E	F	G	H	I
1	35302	37067	38832	40597	42362	44128	45893	47658	49423
2	37067	39257	41127	43365	45251	47136	49022	50907	52793
3	38832	41448	43421	46133	48139	50145	52151	54156	56162
4	40597	43638	45716	48901	51027	53154	55280	57406	59532
5	42362	45828	48011	51669	53916	56162	58409	60655	62902
6	44128	48019	50305	54437	56804	59171	61538	63905	66271
7	45893	50209	52600	57205	59692	62180	64667	67154	69641
8	47658	52399	54895	59973	62581	65188	67796	70403	73011
9	49423	54590	57189	62741	65469	68197	70925	73653	76381
10	51188	56780	59484	65509	68357	71206	74054	76902	79750
11	52953	58970	61778	68277	71246	74214	77183	80152	83120
12	54718	61161	64073	71045	74134	77223	80312	83401	86490
16	61069	68111	71294	78915	82291	85667	89043	92419	95795
19	62333	69374	72558	80178	83554	86930	90307	93683	97059
22	63596	70638	73821	81442	84818	88194	91570	94946	98322
25	64860	71901	75085	82705	86081	89457	92834	96210	99586

2001-2002 TEACHERS' SALARY SCHEDULE - BASE SALARY

Effective 7/1/01 3-4% increase based on CPI (3% used in guide)

	BA	BA+15	BA+30	BA+45 MA	BA+60 MA+15	MA+30	MA+45	MA+60	PH.D.
	A	B	C	D	E	F	G	H	I
1	36361	38179	39997	41815	43633	45451	47269	49087	50905
2	38179	40435	42361	44666	46608	48550	50492	52434	54376
3	39997	42691	44724	47517	49583	51649	53715	55781	57847
4	41815	44947	47087	50368	52558	54748	56938	59128	61318
5	43633	47203	49451	53219	55533	57847	60161	62475	64789
6	45451	49459	51814	56070	58508	60946	63384	65822	68260
7	47269	51715	54178	58921	61483	64045	66607	69169	71730
8	49087	53971	56541	61772	64458	67144	69830	72515	75201
9	50905	56227	58905	64623	67433	70243	73053	75862	78672
10	52723	58483	61268	67474	70408	73342	76275	79209	82143
11	54542	60739	63632	70325	73383	76441	79498	82556	85614
12	56360	62995	65995	73176	76358	79540	82721	85903	89084
16	62901	70154	73433	81282	84760	88237	91714	95192	98669
19	64203	71456	74734	82583	86061	89538	93016	96493	99971
22	65504	72757	76036	83885	87362	90840	94317	97795	101272
25	66806	74059	77337	85186	88664	92141	95619	99096	102573

ARTICLE VI

COMPENSATION FOR EXTRA PAY ASSIGNMENTS

- A. A teacher engaged in professional work for the school district outside the regular school day in positions not covered in the remainder of this Article (i.e. curriculum revision, constructing learning packages, attendance at workshops, etc.) shall be compensated at the following rate:

Effective 7/1/97 - \$26.54/hour
Effective 7/1/98 - \$27.44/hour
Effective 7/1/99 - 2.75%-4% based on CPI
Effective 7/1/00 - 2.9%-4% based on CPI
Effective 7/1/01 - 3%-4% based on CPI

B.

1. A teacher engaged in home tutoring shall be compensated at the following rate:

Effective 7/1/97 - \$34.95/hour
Effective 7/1/98 - \$36.13/hour
Effective 7/1/99 - 2.75%-4% based on CPI
Effective 7/1/00 - 2.9%-4% based on CPI
Effective 7/1/01 - 3%-4% based on CPI

A list for home tutoring will be maintained in the central office.

Interested teachers are encouraged to submit their names for this list.

2. PM School - High School and Middle School - Compensation will be paid at the summer school rate. See ARTICLE X.

- C. A teacher chaperoning or assisting at athletic events shall be compensated at the following rates:

	<u>MINIMUM</u>	<u>2 1/2 hours and over</u>	<u>3 1/2 hours and over</u>
Effective 7/1/97	\$48.19	\$64.28	\$80.29
Effective 7/1/98	\$49.82	\$66.45	\$83.00
Effective 7/1/99	2.75% - 4% based on CPI		
Effective 7/1/00	2.9% - 4% based on CPI		
Effective 7/1/01	3% - 4% based on CPI		

- D. Salaries for all other extra pay assignments shall be paid in accordance with the following schedules (pg. 23-35).

SCHEDULE D-1 ATHLETICS

1997-98

CATEGORY I - VARSITY HEAD COACHES:	GROUP I	GROUP II	GROUP III
FOOTBALL	4,751	5,091	5,430
BASKETBALL	4,751	5,091	5,430
BOY'S SWIMMING	4,751	5,091	5,430
GIRL'S SWIMMING	4,751	5,091	5,430
ICE HOCKEY	4,751	5,091	5,430
WINTER TRACK	4,751	5,091	5,430
WRESTLING	4,751	5,091	5,430
ASSISTANT COACHES:			
FOOTBALL	3,089	3,309	3,530
SWIMMING	3,089	3,309	3,530
WINTER TRACK	3,089	3,309	3,530
JUNIOR VARSITY:			
FOOTBALL	3,089	3,309	3,530
BASKETBALL	3,325	3,563	3,801
WRESTLING	3,325	3,563	3,801
SWIMMING	3,325	3,563	3,801
CATEGORY II - VARSITY HEAD COACHES:			
BOY'S SOCCER	3,395	3,734	4,073
GIRL'S SOCCER	3,395	3,734	4,073
BASEBALL	3,395	3,734	4,073
SOFTBALL	3,395	3,734	4,073
SPRING TRACK	3,395	3,734	4,073
ASSISTANT COACHES:			
SPRING TRACK ASSISTANT	2,206	2,426	2,648
JUNIOR VARSITY:			
SOCCER	2,376	2,614	2,850
BASEBALL	2,376	2,614	2,850
SOFTBALL	2,376	2,614	2,850
LACROSSE	2,376	2,614	2,850
CATEGORY III - VARSITY HEAD COACHES:			
CROSS COUNTRY	2,715	3,055	3,395
VOLLEYBALL	2,715	3,055	3,395
TENNIS	2,715	3,055	3,395
GOLF	2,715	3,055	3,395
JUNIOR VARSITY:			
VOLLEYBALL	1,900	2,138	2,376
TENNIS	1,900	2,138	2,376
CHEERLEADING:			
FALL	1,698	2,036	2,376
WINTER	2,062	2,236	2,407
CATEGORY IV - FRESHMAN COACHES:			
FOOTBALL	2,206	2,546	2,885
BASKETBALL	2,206	2,546	2,885
BASEBALL	2,206	2,546	2,885
SOCCER	2,206	2,546	2,885
CATEGORY V - JUNIOR HIGH			
SOCCER	1,867	2,206	2,546
SOCCER ASSISTANT	1,214	1,433	1,654
CROSS COUNTRY	1,867	2,206	2,546
BASKETBALL	2,231	2,357	2,579
WRESTLING	1,867	2,206	2,546
BASEBALL	1,867	2,206	2,546
SOFTBALL	1,867	2,206	2,546
TRACK	1,867	2,206	2,546
TRACK ASSISTANT	1,214	1,433	1,654

SCHEDULE D-1 ATHLETICS

1998-99

CATEGORY I - VARSITY HEAD COACHES:

FOOTBALL
BASKETBALL
BOY'S SWIMMING
GIRL'S SWIMMING
ICE HOCKEY
WINTER TRACK
WRESTLING

ASSISTANT COACHES:

FOOTBALL
SWIMMING
WINTER TRACK

JUNIOR VARSITY:

FOOTBALL
BASKETBALL
WRESTLING
SWIMMING

CATEGORY II - VARSITY HEAD COACHES:

BOY'S SOCCER
GIRL'S SOCCER
BASEBALL
SOFTBALL
SPRING TRACK

ASSISTANT COACHES:

SPRING TRACK ASSISTANT

JUNIOR VARSITY:

SOCCER
BASEBALL
SOFTBALL
LACROSSE

CATEGORY III - VARSITY HEAD COACHES:

CROSS COUNTRY
VOLLEYBALL
TENNIS
GOLF

JUNIOR VARSITY:

VOLLEYBALL
TENNIS

CHEERLEADING:

FALL
WINTER

CATEGORY IV - FRESHMAN COACHES:

FOOTBALL
BASKETBALL
BASEBALL
SOCCER

CATEGORY V - JUNIOR HIGH

SOCCER
SOCCER ASSISTANT
CROSS COUNTRY
BASKETBALL
WRESTLING
BASEBALL
SOFTBALL
TRACK
TRACK ASSISTANT

GROUP I	GROUP II	GROUP III
4.912	5.263	5.614
4.912	5.263	5.614
4.912	5.263	5.614
4.912	5.263	5.614
4.912	5.263	5.614
4.912	5.263	5.614
4.912	5.263	5.614
3.193	3.421	3.649
3.193	3.421	3.649
3.193	3.421	3.649
3.193	3.421	3.649
3.437	3.684	3.929
3.437	3.684	3.929
3.437	3.684	3.929
3.510	3.860	4.210
3.510	3.860	4.210
3.510	3.860	4.210
3.510	3.860	4.210
3.510	3.860	4.210
2.280	2.508	2.738
2.456	2.702	2.946
2.456	2.702	2.946
2.456	2.702	2.946
2.456	2.702	2.946
2.807	3.158	3.510
2.807	3.158	3.510
2.807	3.158	3.510
2.807	3.158	3.510
1.964	2.210	2.456
1.964	2.210	2.456
1.755	2.105	2.456
2.132	2.311	2.489
2.280	2.632	2.982
2.280	2.632	2.982
2.280	2.632	2.982
2.280	2.632	2.982
1.930	2.280	2.632
1.255	1.482	1.710
1.930	2.280	2.632
2.307	2.437	2.666
1.930	2.280	2.632
1.930	2.280	2.632
1.930	2.280	2.632
1.930	2.280	2.632
1.255	1.482	1.710

SCHEDULE D-1 ATHLETICS

1999-2000 (2.75% - 4% based on CPI)

CATEGORY I - VARSITY HEAD COACHES:

FOOTBALL
BASKETBALL
BOY'S SWIMMING
GIRL'S SWIMMING
ICE HOCKEY
WINTER TRACK
WRESTLING

ASSISTANT COACHES:

FOOTBALL
SWIMMING
WINTER TRACK

JUNIOR VARSITY:

FOOTBALL
BASKETBALL
WRESTLING
SWIMMING

CATEGORY II - VARSITY HEAD COACHES:

BOY'S SOCCER
GIRL'S SOCCER
BASEBALL
SOFTBALL
SPRING TRACK

ASSISTANT COACHES:

SPRING TRACK ASSISTANT

JUNIOR VARSITY:

SOCCER
BASEBALL
SOFTBALL
LACROSSE

CATEGORY III - VARSITY HEAD COACHES:

CROSS COUNTRY
VOLLEYBALL
TENNIS
GOLF

JUNIOR VARSITY:

VOLLEYBALL
TENNIS

CHEERLEADING:

FALL
WINTER

CATEGORY IV - FRESHMAN COACHES:

FOOTBALL
BASKETBALL
BASEBALL
SOCCER

CATEGORY V - JUNIOR HIGH

SOCCER
SOCCER ASSISTANT
CROSS COUNTRY
BASKETBALL
WRESTLING
BASEBALL
SOFTBALL
TRACK
TRACK ASSISTANT

SCHEDULE D-1 ATHLETICS

2000-2001 (2.9% - 4% based on CPI)

CATEGORY I - VARSITY HEAD COACHES:

FOOTBALL
BASKETBALL
BOY'S SWIMMING
GIRL'S SWIMMING
ICE HOCKEY
WINTER TRACK
WRESTLING

ASSISTANT COACHES:

FOOTBALL
SWIMMING
WINTER TRACK

JUNIOR VARSITY:

FOOTBALL
BASKETBALL
WRESTLING
SWIMMING

CATEGORY II - VARSITY HEAD COACHES:

BOY'S SOCCER
GIRL'S SOCCER
BASEBALL
SOFTBALL
SPRING TRACK

ASSISTANT COACHES:

SPRING TRACK ASSISTANT

JUNIOR VARSITY:

SOCCER
BASEBALL
SOFTBALL
LACROSSE

CATEGORY III - VARSITY HEAD COACHES:

CROSS COUNTRY
VOLLEYBALL
TENNIS
GOLF

JUNIOR VARSITY:

VOLLEYBALL
TENNIS

CHEERLEADING:

FALL
WINTER

CATEGORY IV - FRESHMAN COACHES:

FOOTBALL
BASKETBALL
BASEBALL
SOCCER

CATEGORY V - JUNIOR HIGH

SOCCER
SOCCER ASSISTANT
CROSS COUNTRY
BASKETBALL
WRESTLING
BASEBALL
SOFTBALL
TRACK
TRACK ASSISTANT

SCHEDULE D-1 ATHLETICS

2001-2002 (3% - 4% based on CPI)

CATEGORY I - VARSITY HEAD COACHES:

FOOTBALL
BASKETBALL
BOY'S SWIMMING
GIRL'S SWIMMING
ICE HOCKEY
WINTER TRACK
WRESTLING
ASSISTANT COACHES:
FOOTBALL
SWIMMING
WINTER TRACK
JUNIOR VARSITY:
FOOTBALL
BASKETBALL
WRESTLING
SWIMMING

CATEGORY II - VARSITY HEAD COACHES:

BOY'S SOCCER
GIRL'S SOCCER
BASEBALL
SOFTBALL
SPRING TRACK
ASSISTANT COACHES:
SPRING TRACK ASSISTANT
JUNIOR VARSITY:
SOCCER
BASEBALL
SOFTBALL
LACROSSE

CATEGORY III - VARSITY HEAD COACHES:

CROSS COUNTRY
VOLLEYBALL
TENNIS
GOLF

JUNIOR VARSITY:

VOLLEYBALL
TENNIS

CHEERLEADING:

FALL
WINTER

CATEGORY IV - FRESHMAN COACHES:

FOOTBALL
BASKETBALL
BASEBALL
SOCCER

CATEGORY V - JUNIOR HIGH

SOCCER
SOCCER ASSISTANT
CROSS COUNTRY
BASKETBALL
WRESTLING
BASEBALL
SOFTBALL
TRACK
TRACK ASSISTANT

D 2 EXTRA-CURRICULAR ACTIVITIES

1997-98

ACTIVITIES COORDINATOR:	GROUP I	GROUP II	GROUP III
HIGH SCHOOL	1,461	1,757	1,757
MIDDLE SCHOOL	1,278	1,371	1,457
A.F.S. ADVISOR	1,001	1,098	1,179
CLASS ADVISOR - HS			
FRESHMAN	819	915	915
SOPHOMORE	819	915	915
JUNIOR	819	915	915
SENIOR	1,835	1,988	2,132
CLASS ADVISOR - MS			
GRADE 6	731	819	915
GRADE 7	731	819	915
GRADE 8	731	819	915
CLUB ADVISORS	1,012	1,131	1,131
CLUB ADVISORS - ELEMENTARY (per hour)			46
DRAMATIC PRODUCTIONS:			
FALL DIRECTOR - HS	1,656	1,888	2,011
DIRECTOR - MS	1,105	1,210	1,301
ASST.DIRECTOR - HS	819	915	1,001
ASST.DIRECTOR - MS	640	731	819
ART DIRECTOR - HS	1,371	1,563	1,664
ART DIRECTOR - MS	920	1,049	1,117
SET DIRECTOR - HS	1,371	1,615	1,750
SET DIRECTOR - MS	920	1,084	1,175
MAKEUP - FALL - HS	411	513	615
SPRING -HS	411	513	615
BACK STAGE DIRECTOR	819	915	1,001
BUSINESS DIRECTOR	615	717	819
STUDENT GOVERNMENT - HS	2,372	2,647	2,832
STUDENT GOVERNMENT - 6-8	2,208	2,474	2,648
SENIOR HONOR SOCIETY	819	915	915
MARCHING BAND	2,372	2,647	2,832
MUSICAL PRODUCTIONS:			
DIRECTOR	2,208	2,299	2,403
MUSICAL DIRECTOR	1,664	1,757	1,920
ART DIRECTOR - HS & MS	1,371	1,563	1,664
SET DIRECTOR - HS & MS	1,371	1,615	1,750
CHOREOGRAPHY - HS & MS	1,105	1,263	1,422
CHORAL DIRECTOR	819	915	1,001
BACK STAGE DIRECTOR	819	915	1,001
BUSINESS DIRECTOR	615	717	819
LIGHTING DIRECTOR	615	717	819
COSTUME DIRECTOR	204	256	308
STAGE MANAGER	204	256	308
TAPPRESS & SOJOURN	2,012	2,188	2,372
YEARBOOK ADVISOR - HS	2,930	3,123	3,317
YEARBOOK ADVISOR - MS	1,759	1,875	1,991
YEARBOOK BUSINESS MANAGER	1,179	1,278	1,278

Stipend for the position of Student Government Adviser, when filled by two persons, will be calculated according to the following formula: each advisor will be paid 75% of the contracted amount for the Group (I, II, or III) appropriate to that person.

D 2 EXTRA CURRICULAR ACTIVITIES

1998 99

ACTIVITIES COORDINATOR	GROUP I	GROUP II	GROUP III
HIGH SCHOOL	1,611	1,816	1,816
MIDDLE SCHOOL	1,322	1,417	1,506
A.F.S. ADVISOR	1,035	1,135	1,219
CLASS ADVISOR - HS			
FRESHMAN	847	946	946
SOPHOMORE	847	946	946
JUNIOR	847	946	946
SENIOR	1,897	2,056	2,204
CLASS ADVISOR - MS			
GRADE 6	756	847	946
GRADE 7	756	847	946
GRADE 8	756	847	946
CLUB ADVISORS	1,046	1,169	1,169
CLUB ADVISORS - ELEMENTARY (per hour)			47
DRAMATIC PRODUCTIONS:			
FALL DIRECTOR - HS	1,712	1,952	2,079
DIRECTOR - MS	1,142	1,251	1,345
ASST. DIRECTOR - HS	847	946	1,035
ASST. DIRECTOR - MS	661	756	847
ART DIRECTOR - HS	1,417	1,615	1,720
ART DIRECTOR - MS	951	1,084	1,155
SET DIRECTOR - HS	1,417	1,670	1,809
SET DIRECTOR - MS	951	1,121	1,214
MAKEUP - FALL - HS	425	530	636
SPRING -HS	425	530	636
BACK STAGE DIRECTOR	847	946	1,035
BUSINESS DIRECTOR	636	741	847
STUDENT GOVERNMENT - HS	2,452	2,736	2,928
STUDENT GOVERNMENT - 6-8	2,283	2,558	2,738
SENIOR HONOR SOCIETY	847	946	946
MARCHING BAND	2,452	2,736	2,928
MUSICAL PRODUCTIONS:			
DIRECTOR	2,283	2,377	2,484
MUSICAL DIRECTOR	1,720	1,816	1,985
ART DIRECTOR - HS & MS	1,417	1,615	1,720
SET DIRECTOR - HS & MS	1,417	1,670	1,809
CHOREOGRAPHY - HS & MS	1,142	1,305	1,470
CHORAL DIRECTOR	847	946	1,035
BACK STAGE DIRECTOR	847	946	1,035
BUSINESS DIRECTOR	636	741	847
LIGHTING DIRECTOR	636	741	847
COSTUME DIRECTOR	211	265	318
STAGE MANAGER	211	265	318
TAPPRESS & SOJOURN	2,080	2,262	2,452
YEARBOOK ADVISOR - HS	3,029	3,228	3,429
YEARBOOK ADVISOR - MS	1,818	1,938	2,058
YEARBOOK BUSINESS MANAGER	1,219	1,322	1,322

Stipend for the position of Student Government Adviser, when filled by two persons, will be calculated according to the following formula: each advisor will be paid 75% of the contracted amount for the Group (I, II, or III) appropriate to that person.

D-2 EXTRA-CURRICULAR ACTIVITIES

1999-2000 (2.75% - 4% based on CPI)

ACTIVITIES COORDINATOR:

HIGH SCHOOL

MIDDLE SCHOOL

A.F.S. ADVISOR

CLASS ADVISOR - HS

FRESHMAN

SOPHOMORE

JUNIOR

SENIOR

CLASS ADVISOR - MS

GRADE 6

GRADE 7

GRADE 8

CLUB ADVISORS

CLUB ADVISORS - ELEMENTARY (per hour)

DRAMATIC PRODUCTIONS:

FALL DIRECTOR - HS

DIRECTOR - MS

ASST.DIRECTOR - HS

ASST.DIRECTOR - MS

ART DIRECTOR - HS

ART DIRECTOR - MS

SET DIRECTOR - HS

SET DIRECTOR - MS

MAKEUP - FALL - HS

SPRING -MS

BACK STAGE DIRECTOR

BUSINESS DIRECTOR

STUDENT GOVERNMENT - HS

STUDENT GOVERNMENT - 6-8

SENIOR HONOR SOCIETY

MARCHING BAND

MUSICAL PRODUCTIONS:

DIRECTOR

MUSICAL DIRECTOR

ART DIRECTOR - HS & MS

SET DIRECTOR - HS & MS

CHOREOGRAPHY - HS & MS

CHORAL DIRECTOR

BACK STAGE DIRECTOR

BUSINESS DIRECTOR

LIGHTING DIRECTOR

COSTUME DIRECTOR

STAGE MANAGER

TAPPRESS & SOJOURN

YEARBOOK ADVISOR - HS

YEARBOOK ADVISOR - MS

YEARBOOK BUSINESS MANAGER

GROUP I GROUP II GROUP III

Stipend for the position of Student Government Adviser, when filled by two persons, will be calculated according to the following formula: each advisor will be paid 75% of the contracted amount for the Group (I, II, or III) appropriate to that person.

ACTIVITIES COORDINATOR:

HIGH SCHOOL
MIDDLE SCHOOL

A.F.S. ADVISOR

CLASS ADVISOR - HS

FRESHMAN
SOPHOMORE
JUNIOR
SENIOR

CLASS ADVISOR - MS

GRADE 6
GRADE 7
GRADE 8

CLUB ADVISORS

CLUB ADVISORS - ELEMENTARY (per hour)

DRAMATIC PRODUCTIONS:

FALL DIRECTOR - HS
DIRECTOR - MS
ASST.DIRECTOR - HS
ASST.DIRECTOR - MS
ART DIRECTOR - HS
ART DIRECTOR - MS
SET DIRECTOR - HS
SET DIRECTOR - MS
MAKEUP - FALL - HS
 SPRING -HS
BACK STAGE DIRECTOR
BUSINESS DIRECTOR

STUDENT GOVERNMENT - HS

STUDENT GOVERNMENT - 6-8

SENIOR HONOR SOCIETY

MARCHING BAND

MUSICAL PRODUCTIONS:

DIRECTOR
MUSICAL DIRECTOR
ART DIRECTOR - HS & MS
SET DIRECTOR - HS & MS
CHOREOGRAPHY - HS & MS
CHORAL DIRECTOR
BACK STAGE DIRECTOR
BUSINESS DIRECTOR
LIGHTING DIRECTOR
COSTUME DIRECTOR
STAGE MANAGER

TAPPRESS & SOJOURN

YEARBOOK ADVISOR - HS

YEARBOOK ADVISOR - MS

YEARBOOK BUSINESS MANAGER

GROUP I GROUP II GROUP III

Stipend for the position of Student Government Adviser, when filled by two persons, will be calculated according to the following formula: each advisor will be paid 75% of the contracted amount for the Group (I, II, or III) appropriate to that person.

ACTIVITIES COORDINATOR:

HIGH SCHOOL
MIDDLE SCHOOL

A.F.S. ADVISOR

CLASS ADVISOR - HS

FRESHMAN
SOPHOMORE
JUNIOR
SENIOR

CLASS ADVISOR - MS

GRADE 6
GRADE 7
GRADE 8

CLUB ADVISORS

CLUB ADVISORS - ELEMENTARY (per hour)

DRAMATIC PRODUCTIONS:

FALL DIRECTOR - HS
DIRECTOR - MS
ASST.DIRECTOR - HS
ASST.DIRECTOR - MS
ART DIRECTOR - HS
ART DIRECTOR - MS
SET DIRECTOR - HS
SET DIRECTOR - MS
MAKEUP - FALL - HS
 SPRING -HS
BACK STAGE DIRECTOR
BUSINESS DIRECTOR

STUDENT GOVERNMENT - HS

STUDENT GOVERNMENT - 6-8

SENIOR HONOR SOCIETY

MARCHING BAND

MUSICAL PRODUCTIONS:

DIRECTOR
MUSICAL DIRECTOR
ART DIRECTOR - HS & MS
SET DIRECTOR - HS & MS
CHOREOGRAPHY - HS & MS
CHORAL DIRECTOR
BACK STAGE DIRECTOR
BUSINESS DIRECTOR
LIGHTING DIRECTOR
COSTUME DIRECTOR
STAGE MANAGER

TAPDRESS & SOJOURN

YEARBOOK ADVISOR - HS

YEARBOOK ADVISOR - MS

YEARBOOK BUSINESS MANAGER

GROUP I GROUP II GROUP III

Stipend for the position of Student Government Adviser, when filled by two persons, will be calculated according to the following formula: each advisor will be paid 75¢ of the contracted amount for the Group (I, II, or III) appropriate to that person.

D-6 INTRAMURAL SPORTS

	1997-98	1998-99	1999-00	2000-01	2001-02
GIRLS & BOYS HIGH SCHOOL					
FALL	819	847	2.75%-4% based on CPI	2.9%-4% based on CPI	3%-4% based on CPI
WINTER	819	847			
SPRING	819	847			
GIRLS & BOYS MIDDLE SCHOOL					
FALL	819	847			
WINTER	819	847			
SPRING	819	847			
ELEMENTARY SCHOOL					
(hourly rate)	40.96	42.34			
SWIMMING ACTIVITIES					
DIRECTOR OF INSTRUCTION (hourly rate)	29.31	30.30			
LIFEGUARDS WITH W.S.I. (hourly rate)	19.44	20.09			
GYMNASTICS	819	847	\ /	\ /	\ /

1. The above rates for Intramurals are based on a ten week program with a minimum of two hours per week. If more than one person is assigned to any of the above positions, each person receives the stated salary.
2. The number of staff members involved will be determined by the Athletic Director and the Administrators of the buildings after the number of students have been determined.
3. The Intramural Program in the elementary school may not be structured by seasons, but the approximate hours of work indicated in No. 1 will determine the rate of pay.

OTHER EXTRA PAY ASSIGNMENTS 1997-98 1998-99 1999-00 2000-01 2001-02

DEPARTMENT HEADS

Number of Teachers					
2 - 4	2,188	2,262	2.75%-4%	2.9%-4%	3%-4%
5 - 9	2,740	2,832	based	based	based
10 plus	3,317	3,429	on CPI	on CPI	on CPI
GUIDANCE COUNSELORS (1)	3,024	3,126			
PSYCHOLOGISTS (2)	2,372	2,452			
SOCIAL WORKERS (3)	2,372	2,452			
SUPERVISOR'S ASSISTANT	1,563	1,615			
TEAM COORDINATORS					
Elementary schools	2,148	2,220			
Middle School	2,148	2,220			
TEAM LEADERS					
Number of Teachers					
2 - 4	1,563	1,615			
5 - 9	2,012	2,080			
10 plus	2,372	2,452			
CURRICULUM COORDINATORS	3,467	3,584			
FACILITATOR (per hour)	28.89	29.86			
DEANS (secondary level)	3,317	3,429			
			\ /	\ /	\ /

All other salaries in the contract will be increased by:

3%	1997-98
3.375%	1998-99
2.75%-4% (based on CPI)	1999-2000
2.9%-4% (based on CPI)	2000-2001
3%-4% (based on CPI)	2001-2002

- (1) *Guidance Counselors* - the differential is for working September 1 to June 30. If a counselor is requested to work during the summer, payment will be at the counselor's per diem rate of 1/200th.
- (2) *Psychologists* - the differential represents availability between September 1 and June 30 should there be a need to complete reports or to do required evaluations.
- (3) *Social Workers* - the differential is for working 200 days during the calendar year. Should there be a need to work beyond the actual 200 days, the social worker will be paid at the per diem rate of 1/200th.

NOTES:

1. In Section D-1 and Section D-2, a member of the unit will move from Group I to Group II to Group III after each complete assignment even if this occurs during the same school year. For example, a person who directs the Fall and Spring play would be paid at one group for the Fall and the next higher group for the Spring.

2. Members of the bargaining unit participating in Committee on Special Education meetings after the normal teacher day will be paid the rate listed in Article VI-A.

E. Mileage at the rate of 31.5 cents per mile will be paid for use of a personal automobile used to change duty stations during the school day. Each teacher will submit a mileage voucher to the business office quarterly.

ARTICLE VII

TEACHING YEAR, DAY, AND HOURS

A. The teacher work year will be 185 days of which one will be a preparation day with unused emergency closings returned on a basis of one for one, up to a maximum of three days - the returnable days to be added either to the Memorial Day weekend or to the spring vacation, as determined by the District.

The responsibility for determining the calendar for the school year rests with the District. EASO is guaranteed the opportunity to consult on the development of the calendar with the Superintendent or designee.

Effective July 1, 1998, the teacher work year will be 186 days of which one will be a preparation day with unused emergency closings returned on a basis of one for one, up to a maximum of three days - the returnable days to be added either to the Memorial Day weekend or to the spring vacation, as determined by the District. The responsibility for determining the calendar for the school year rests with the District. EASO is guaranteed the opportunity to consult on the development of the calendar with the Superintendent or designee.

B.

1. The work day of teachers shall begin no more than 15 minutes prior to the time schedule for the building to be open for the instruction of pupils.

2. Teachers not assigned regularly to one building shall observe an assigned

2. Teachers not assigned regularly to one building shall observe an assigned starting time no earlier than the earliest building starting time nor later than the latest building starting time.
- C. Teachers shall have a duty-free lunch period of at least one-half hour.
- D. The working day of each teacher shall not exceed seven (7) continuous hours. In addition, each teacher will be expected to post office hours totaling one hour per week. This hour may be utilized in time blocks of no less than 30 minutes. This hour will be posted by each teacher at the beginning of the school year. It will be utilized exclusively for extra help for students at the request of the teacher, parent or student and/or for parent conferences at the request of the teacher or parent.
- E. Building administrators may establish procedures for teachers reporting their attendance in the morning and leaving the building during the day. It is recommended that each Building Liaison Committee aid in establishing these procedures for each building in the District.
- F. Building hours for teachers will be specifically stated and posted in each building in the District.
- G. Each teacher will be expected to devote no more than two and one half (2 1/2) hours per calendar month after pupils' dismissal time to building and/or professional meetings. Monday will be reserved by all personnel for the exclusive use of such professional meetings, unless a building staff elect to reserve a weekday different from Monday. These meetings will include district-wide staff meetings, building faculty meetings, department meetings, grade level meetings, and meetings called for a specific purpose. These meetings shall be administrative-staff planned and will last no longer than one and one-half hours after students' dismissal time. Agenda for these meetings shall be provided staff two (2) workdays in advance.

- H. Recognizing the importance of certain evening meetings, the District and EASO expect that all teachers attend two (2) evening meetings per year, such as Open House and Meet-the-Teacher Night. If a teacher is unable to attend, arrangements will be made in advance with the building principal. These meetings will be planned by the Building Liaison Committee in each building.
- I. The District shall have the right to require teachers to remain for the two (2) weekdays in June immediately following the close of school in June for training purposes. The length of the day for each of these days will be seven (7) hours. The training must be for logical school units such as schools, grades and/or subject areas and all the teachers in the chosen units shall be included in the training. The District shall have the right to exclude from such training teachers who have notified it that they intend to retire during or at the end of the next year. Units chosen for training are to be notified when the calendar for the school year is issued. Teachers will receive their regular per diem pay (1/200 of the salary the teacher is receiving) for this extra work.

ARTICLE VIII

TEACHING LOAD AND ASSIGNMENT

- A. FOR THE SCHOOL YEARS COVERED BY THIS CONTRACT, THE FOLLOWING GUIDELINES WILL BE USED FOR CLASS SIZE:
- ELEMENTARY:** The building pupil/teacher ratio shall be 24 or less. However, each kindergarten class shall have a pupil/teacher ratio of 22 to 20 to 1 or less. Should enrollment in any kindergarten class exceed this ratio for a period of more than two weeks, the two designated negotiating teams will meet to resolve the matter.

MIDDLE AND SENIOR HIGH: The building pupil/teacher ratio shall be 19 or less.

The pupil/teacher ratio in each school is defined as follows:

$$\text{TOTAL PUPILS/TOTAL CLASSROOM TEACHERS} = \text{P/T RATIO}^*$$

*Full-time Kindergarten teachers are counted twice.

CLASSROOM TEACHERS INCLUDE THE FOLLOWING:

ELEMENTARY: All members of the negotiating unit except:

music, art, physical education, psychologists, speech therapists, learning disability teachers, dental hygienists, librarians, nurse-teachers, special education teachers, ESOL teachers, and social workers.

SECONDARY: All members of the negotiating unit except:

guidance counselors, psychologists, nurse-teachers, speech therapists, learning disability teachers, dental hygienists, librarians, special education teachers, ESOL teachers, and social workers.

The District and all its administrators will make every effort to distribute class loads equitably among teachers throughout the District, and in each school, and in each subject, and at each level of instruction.

KINDERGARTEN PROGRAM

1. There will be at least one full time teaching assistant assigned to every two kindergarten classrooms. The time period worked by the teaching assistant will be determined by the classroom teachers.
2. Each kindergarten classroom will be adequate in size to provide the necessary space to accomplish this program.
3. Each kindergarten class shall have a pupil/teacher ratio of 22 to 20 to 1 or less. If the kindergarten program changes to full time or if the class size falls below 20, teaching assistant time will be renegotiated.
4. The services of art, music, physical education, library, and learning specialists shall be provided weekly to each kindergarten classroom.

5. Each kindergarten class will meet for the normal meeting time during the morning session each school day.
 6. Each kindergarten class will be divided into two (2) groups of no more than fifteen (15) students each. The groups will be selected by the teacher.
 7. Each group of no more than fifteen (15) students will remain in school for an afternoon session two (2) school days per week.
 8. The 5th afternoon session, day of week to be selected by the kindergarten teachers, will be utilized for planning, conferences, curriculum development, or other class related activities to be determined by the kindergarten teachers.
 9. For the purposes of Article VIII of the Collective Bargaining Agreement, kindergarten teachers and kindergarten students will be excluded from count in the elementary pupil-teacher ratio.
- B.** The maximum number of regularly scheduled teacher-pupil contact hours per day will be five (300 minutes) for classroom teachers. Contact hours means time in which a teacher is actively engaged in a formal assignment with one or more students in the process of instruction, either as an individual or as a member of a teaching team, or time formally assigned to resource/instructional centers. (For example, the time spent in supervising a study hall is not considered a part of contact hours). For secondary teachers, the number of teaching periods shall not exceed 6 per day nor 25 per week.
- Middle School special education teachers may be assigned a sixth (6th) period on a specific day but shall not be assigned any more than seventy (70) students. If a Middle School special education teacher is assigned a sixth period the teacher shall not be given any administrative duty.
- Each teacher will have at least 200 minutes per week to be used exclusively, without interruption, for planning, preparation, or team conferences.

A teacher assigned to more than one building will be guaranteed 40 consecutive minutes planning time.

- C. Teachers shall be assigned outside the scope of their teaching certification only in accordance with the regulations of the New York Commissioner of Education.

If competent librarians are available, all libraries in the District are to be staffed by certified librarians.

- D. All teachers will be advised of their assignments for the ensuing school year no later than May 1 of the current school year. Teachers will be advised in writing of changes in assignment that take place after May 1 as soon as the need for such is determined.

- E. Absence about which the school administration has received adequate notice will be covered by substitutes. At the secondary level a teacher who volunteers at the beginning of the school year may be asked to substitute for a period for an absent teacher. Said teacher will be compensated at the following rates:

Effective 7/1/75 - \$31.02

Effective 7/1/98 - \$32.07

Effective 7/1/99 - 2.75%-4% based on CPI

Effective 7/1/00 - 2.9%-4% based on CPI

Effective 7/1/01 - 3%-4% based on CPI

ARTICLE IX

TEACHER TRANSFER

- A. In order to promote the best possible education for the children of the District, some involuntary transfers in a tenure area may be unavoidable, but will be held to an absolute minimum. No teacher shall be involuntarily transferred without sufficient cause. When an involuntary transfer is made the least senior qualified teacher shall be the first to be transferred but the District shall have the right to transfer involuntarily a teacher with

higher seniority before a teacher with lower seniority provided the teacher with higher seniority has substantial training and experience for the area to which the transfer is being made beyond that of the less senior teacher.

For the purpose of involuntary transfer, teachers hired in the same calendar year will have the same seniority. Teachers being involuntarily transferred will be assigned only to a position for which they are qualified. In discussing an involuntary transfer, there shall be a meeting of the teacher involved and the superintendent, and/or designee, to explain the circumstances of the transfer. If the teacher desires that the transfer be discussed further with a representative who is an official of EASO, one such official will be present at the teacher's request.

- B.** A teacher who desires to transfer to another building shall file a written statement of such desire with the superintendent of schools not later than March 1 and deliver a copy of such statement to his current building principal. Such statement shall include the grade and/or subject to which the teacher desires to be assigned, or the school or schools (in order of preference, if the teacher has preferences) to which he desires to be transferred.
- C.** Formal written notice of voluntary or involuntary transfer shall be given to a teacher no later than August 1. If a teacher is notified after June 15, said teacher shall receive one-half day at the beginning of the school year to do what is necessary to implement the transfer.
- D.** Teacher transfer shall be made without regard to age, race, creed, color, religion, marital status, nationality, or sex.
- E.** Notice of any new teaching positions created in the District shall be made available to all teachers in sufficient time for them to apply. New teaching positions are positions not heretofore taught in the District. If a new teaching position is created during the summer, the President of EASO shall be notified.

- F. Notice of any new administrative position or vacancy at the administrative level shall be made available by the District in sufficient time for teachers to be able to apply for such a position.

ARTICLE X

SUMMER SCHOOL

- A. If summer school is held, positions will be filled with preference given to teachers regularly employed in the District. Such teachers shall be paid in accordance with provisions of this Agreement, but all appointments shall be subject to budget approval and enrollment considerations. Teachers' areas of certification and previous service in the District's summer school programs will prevail in determining which teachers will be hired for summer school work.
- B. Summer school teachers shall be entitled to one sick day, to be used exclusively during summer school employment. Guidance counselors shall be entitled to one sick day if they are employed for a full month during the summer; such day to be used exclusively during the summer employment.
- C. The secondary summer school teaching schedule shall be for thirty-two (32) days, not exceeding four and one-half hours per day. The elementary summer school teaching schedule shall be for twenty-five (25) days, not exceeding three and one-half hours per day.
- D. During summer school, class size, teacher load, working conditions, etc., will be consistent with the employment conditions as set forth in this Agreement. In addition, summer school class size will be small enough to enable each teacher to meet the individual needs of each of her/his students.

E. The summer school pay schedule will be as follows:

SECONDARY SUMMER SCHOOL:

<u># of Classes</u>	<u>New to District Summer School Program</u>	<u>Experienced in District Summer School Program</u>
1 (1 1/2 hours)	1/3x1/200xB.A. Step 1 per day	1/3x1/200xB.A. Step 2 per day
2 (3 hours)	2/3x1/200xB.A. Step 1 per day	2/3x1/200xB.A. Step 2 per day
3 (4 1/2 hours)	1x1/200xB.A. Step 1 per day	1x1/200xB.A. Step 2 per day

ELEMENTARY SUMMER SCHOOL:

Elementary summer school teachers shall be paid .85 X the appropriate category of Class 3 above.

F. The provisions related to summer school apply only when Summer School is conducted by the school District.

ARTICLE XI

TEACHING CONDITIONS

- A. It shall be the professional responsibility of each teacher to use every means available to promote the growth, development, and achievement of pupils during the school year. Each teacher shall be responsible for becoming aware of the pupil's past performance and records, including conferences with previous teachers and accountable for the keeping of current performance records for future use.
- B. EASO and the District agree that it is the mutually shared responsibility of the District and each member of the professional staff to accept the training of potential teachers and to encourage and promote the student-teacher training program in the South Orangetown Schools. Student teachers will be

assigned only with the consent of the cooperating teacher. Every effort will be made by both parties to this Agreement to share this training responsibility among all staff members in an equitable manner.

- C. Classroom interruptions shall be kept at an absolute minimum and permitted only in cases of emergency. Visitors will not be permitted in classrooms unless there has been previous agreement between the teacher and the building principal.
- D. Assignment of assembly programs will not be made without prior consultation with the teacher involved.
- E. The District shall attempt to make available in each school a room of appropriate size, adequately furnished and ventilated, which shall be reserved for use as a faculty lounge. The teaching staff of each school will evolve appropriate rules for use by the staff in maintaining the appearance and conditions of such lounges.
- F. Each teacher will make suitable arrangements for pupil progress to be maintained in the event of the teacher's absence.
- G. The District declares its intention to provide adequate supplies and textbooks and to coordinate the ordering of supplies and materials with curriculum changes.
- H. Each teacher will be responsible for the care of materials and equipment in her/his charge and will encourage students to respect school property.
- I. Each teacher shall be provided with a desk and filing cabinet for her/his use.
- J. Where practical, a teacher will not be assigned to more than two schools in the course of any given day or year. A teacher assigned to more than one building in the course of any given day will be given adequate time to travel between buildings.

ARTICLE XII

SUPPORTIVE PERSONNEL

- A.** Supportive personnel will be used in supervisory roles in cafeterias, on the playgrounds, and for bus duty, to supplement teachers and administrators. The Building Liaison Committee will meet with the building principal to plan an equitable distribution of such duties among the professional staff and to study the effectiveness of the schedule so developed. It is understood that efforts will be made to minimize the need for professional staff members in the supervisory roles indicated, but every care will be taken to have adequate, effective student supervision at all times.
- B.** Supportive personnel and other non-certified personnel will be employed neither as substitute teachers, nor will they be requested to perform duties requiring certified professional personnel.
- C.** There will be equitable distribution of supportive personnel among the buildings of the school district.

ARTICLE XIII

LEAVES OF ABSENCE

A. BEREAVEMENT LEAVE

A maximum of four (4) days shall be available for each death in a teacher's immediate family - spouse, child, father, mother, sister, brother, father-in-law, mother-in-law, grandparents, sister-in-law, brother-in-law, or other person permanently residing in a teacher's household.

B. CHILD-CARE LEAVE

- 1. Regularly employed full-time probationary, and full-time tenured teachers will be granted maternity leave without pay or increment, in accordance with existing law. Return from maternity leave will be upon reasonable notice.
- 2. A teacher will be granted a leave up to two years, without pay or increment, for the adoption of a child or for child-care. Return from

such leave will be at the beginning of a school year, except at the discretion of the District. Notice of intent to return must be given in writing by March 1 for the following year.

C. DETACHED SERVICE LEAVE

The District may grant a teacher detached service leave, without pay, for a period up to two years to cover service in the Peace Corps, VISTA, or a similar government agency. Upon his/her return, a teacher granted such a leave must agree to serve a period of time in the District equal to the leave.

Leave for military service shall be governed by law. This term of leave will be considered a period of employment for purposes of seniority and in determining salary steps.

D. EXTENDED SICK LEAVE

A teacher on tenure whose personal illness extends beyond accumulated sick leave will be granted leave, without pay, for the balance of the current school year. A request for leave must be accompanied by a statement from a school physician. The District may grant leave, with pay, for extended illness beyond the available reimbursed leave.

E. IMMEDIATE FAMILY LEAVE

A leave of absence of up to one year, without pay or increment, may be granted for the purpose of caring for a sick member of the teacher's family - spouse, child, mother, father, brother, sister, father-in-law, mother-in-law, or other person residing permanently in the teacher's household.

F. JURY DUTY LEAVE

A teacher who is required to serve on jury duty will receive full salary during the period of such service less an amount equal to the compensation paid to them for such jury duty. When available, each member of the unit will use the call-in system.

G. PERSONAL LEAVE

1. Three (3) days per year will be allotted for personal leave with full pay.
2. Notice of intention to use personal leave should be at least forty-eight (48) hours in advance, except in emergencies. A teacher need only indicate which of the categories in number 3 below necessitate the personal leave.
3. Personal leave may be used for:
 - a. Death in the family and/or attendance at funerals.
 - b. Religious holidays.
 - c. Attendance at graduation exercises of self, spouse, or children.
 - d. Attendance in court.
 - e. Closing of title or mortgage.
 - f. Personal items that cannot reasonably be performed outside of school hours and/or on weekends.
 - g. Birth of a child.
4. No personal leave days will be available on the day before or after a holiday or vacation, except on approval, after an explanation is given. Under no circumstances are personal days to be used for vacation or recreation.

H. POLITICAL LEAVE

The District shall grant, without pay, a leave of absence for one school year to a teacher who campaigns for or serves in public office. With Board approval, this leave may be extended for one additional year.

I. PROFESSIONAL ADVANCEMENT LEAVE

Tenured teachers who have completed at least three consecutive years of service in the District may be granted, with the consent of the superintendent of schools, or designee, leave up to one year, without pay, for professional study, travel or research. Such leaves may be extended up to one additional year, without pay.

J. SICK LEAVE

1. Teachers on tenure shall be entitled to sick leave with full pay up to twenty (20) working days in each school year. Probationary teachers shall be entitled to sick leave with full pay up to fifteen (15) working days in each school year. Unused sick leave shall be accumulated from year to year to a maximum of two hundred (200) days.
2. Sick leave shall be used exclusively for personal illness of the teacher or of a member of his immediate family.
3. When a teacher does not report to school because of personal illness, he/she should notify the building administrator or designee.
District-wide teachers shall notify the building administrator or designee, of the first building the teacher would normally serve on that day, and then the office of the director of personnel.
4. No teacher shall forfeit accumulated sick leave during approved leaves of absence. Sick leave accumulated prior to an approved leave of absence shall be credited on return.
5. A teacher under contract for x% of full-time work shall receive x% of the sick leave entitled to a full-time teacher.
6. In cases where leaves are authorized without pay, the rate of reduction in salary shall not be greater than 1/200 of the teacher's current annual salary per day for each day on leave.
7. Any teacher who will have expended all his/her accumulated sick leave because of an extended illness shall receive the following upon return to work:
 - a. Ten (10) days: from initial employment in the District to the completion of the fifth year.
 - b. Twenty (20) days: from the beginning of the sixth year to the completion of the tenth year.
 - c. Forty (40) days: from the beginning of the eleventh year.

8. Sick Leave Bank (Employee Only)

- a. A sick leave bank is established, effective July 1, 1983.
- b. This sick leave bank is to be used for long term catastrophic illness or accidents.
- c. This sick leave bank will be administered by an equal number of teachers appointed by EASO and administrators appointed by the superintendent.
- d. The maximum number of days a teacher can contribute at any one time is two (2) days.
- e. This sick leave bank is to be used after the exhaustion of all sick leave, but no earlier than 90 school days. In extenuating circumstances, the bank may be accessed earlier than 90 school days upon approval of EASO and the District. If a teacher is drawing on the sick leave bank at the end of the school year, that person may continue to draw upon the bank when her/his sick days are exhausted at the beginning of the next school year.
- f. A teacher may draw no more than 90 days from this sick leave bank in any one school year.
- g. This sick leave bank is available to all members of the bargaining unit.
- h. This sick leave bank shall be renewable under the above conditions at the beginning of the school year or when 90 or less days remain in the bank.

K. VISITATION LEAVE

At the discretion and upon the recommendation of the superintendent of schools or designee, the Board will grant teachers leave to visit other schools, school systems, and institutions, or to attend professional educational seminars for the purpose of developing or improving the program of the District.

**ARTICLE XIV
OBSERVATION AND EVALUATION**

- A.** The process of observation and evaluation has, as its goal, the improvement of instruction in a climate of mutual respect.
- B.** Observations may be either unannounced or scheduled. Teachers should be encouraged to invite or request observations and/or supervisory assistance.
- C.** Observations must be frequent enough, long enough, and perceptive enough to produce valid conclusions of the teacher's performance.
- D.** Observations of fifteen (15) minutes or more must be followed by a written observation report and by a conference prior to the report being signed and dated by the teacher and administrator making the observation report. The original copy of all written reports, including all observation and evaluation reports, is to go to the teacher with a duplicate retained by the supervisor. These reports are to be signed and dated by the teacher and the administrator making the report before submission to higher authority, but such signature does not indicate agreement with the report. The teacher has a right to submit his/her own written comments in the space provided on the form and such comments shall be deemed a part of the report. Collected reports should furnish the basis for periodic conferences with the individual teachers.
- E.** The number of mandatory observations by the administration for probationary teachers will be three (3) per year, and the number of mandatory observations for tenured teachers will be two (2) per year.
- F. PROCEDURES FOR THE EVALUATION AND PROFESSIONAL IMPROVEMENT OF PROBATIONARY TEACHERS:**

Each year of the probationary period:

- 1. A short form report (See Appendix One) is to be prepared by the administrator and signed and dated by the teacher and the administrator not later than the end of the first semester.

2. A long form report (See Appendix Two) is to be prepared by the administrator and signed and dated by the teacher and the principal not later than May 1.

3. These reports shall be based, at least in part, on observations. The responsibility for the evaluation of the teacher rests with the administration.

The administration participates actively in the professional development of all teachers. The following will be considered in the evaluation:

- a. The teacher's written responses to reports of classroom observations and the follow-up conferences.
- b. The teacher's self-evaluation submitted on the long form.
- c. Classroom observation forms, reports of professional growth conferences, short forms, and long forms submitted by the administration.
- d. The report of the Professional Improvement Panel.

All evaluations must be completed by May 1.

G. Tenured teachers shall be formally evaluated every third year of service in the District.

Tenured teachers may select any of the options listed below:

OPTION ONE - CLINICAL SUPERVISION

Tenured teachers will be evaluated in the same manner as probationary teachers.

OPTION TWO - INDIVIDUAL PROJECT

Teachers pursue a project or activity contributing to professional growth identified by the individual. Activities should be directly related to classroom instruction and might include:

- o Curriculum development
- o Implementation of a new pedagogical strategy
- o Implementation of alternative forms of student assessment

- o Peer observation, coaching or mentoring
- o Attendance at conferences, seminars, and workshops to achieve specific goals
- o School visitations to obtain specific information
- o Course work
- o Independent research
- o Mentoring a student teacher
- o Participation in a focused study group
- o Participation on a committee
- o Workshop organization, presentation
- o Focused research
- o Team teaching
- o Another original plan

The administrator will work with the teacher in the development, pursuit and attainment of the professional growth plan. Implementation may be conducted over a one to three year period.

Teachers selecting Option Two will submit a plan (Appendix Three) by October 15.

During a follow-up conference with the administrator, the specifics of the plan will be discussed. Both the teacher and the administrator must agree on the proposal. If they cannot reach agreement by November 1, or if something impedes the ability to implement and/or complete the project, the teacher can select Option One.

Upon completion of the project, the teacher and administrator will complete the Professional Growth Plan Summary (Appendix Four).

OPTION THREE - COLLABORATIVE ACTIVITY

Teachers work with one or more colleagues on a cooperative project.

Activities should be directly related to classroom instruction and might include:

- o Curriculum development
- o Implementation of a new pedagogical strategy
- o Implementation of alternative forms of student assessment
- o Participation in a focused study group
- o Workshop organization, presentation
- o Focused research
- o Team teaching
- o Another original plan

The administrator will work with the teachers in the development, pursuit and attainment of the professional growth plan. Implementation may be conducted over a one to three year period.

Teachers selecting Option Three will submit a plan (Appendix Three) by October 15. During a follow-up conference with the administrator, the specifics of the plan will be discussed. Both the teachers and the administrator must agree on the proposal. If they cannot reach agreement by November 1, or if something impedes the ability to implement and/or complete the project, the teachers can select Option One.

Upon completion of the project, the teachers and administrator will complete the Professional Growth Plan Summary (Appendix Four).

H. PROFESSIONAL IMPROVEMENT PANEL

In instances where the teacher and/or administrator are concerned about the individual's performance, the teacher will be encouraged to utilize the Professional Improvement Panel.

The purpose of this panel is to aid in the professional improvement of any teacher in the District who requests it. A Professional Improvement Panel will be formed in each building composed of the following:

- a. Two (2) teachers appointed by EASO.
- b. One (1) teacher selected by the teacher requesting assistance.

These procedures will be followed:

- o A written statement will be provided by the administrator specifically stating that the teacher has demonstrated marginal or unsatisfactory performance and is in need of improvement and assistance.
- o A mutually agreed upon improvement plan will be developed which will specify the responsibilities of the teacher and administrator(s).
- o The plan will include concrete suggestions and recommendations.
- o The plan will be implemented within one month.
- o Assistance can be obtained from, but is not limited to other district administrators, teachers, experts, peer coaches, study, courses.
- o When the administrator has determined, in accordance with the stated goals of the improvement plan, that the area of need has improved, a written statement by the administrator will be placed in the teacher's file.
- o The teacher may select Option One, Two, or Three the following year.

I. TEACHER FILES

1. All material to be placed in a teacher's official personnel file, located in the Central Office, shall be documented, read and signed by the teacher (excluding confidential information for employment purposes). This shall be the only personnel file in the District. The teacher's signature indicates that the material has been read, but does not necessarily indicate agreement with the content.
2. The teacher shall have the right to respond in writing to any material filed. His/her answer shall be reviewed by the superintendent of schools and placed in the teacher's file.
3. Upon written request by the teacher, he shall be given access to his personal file excluding references and information obtained in the process of evaluating the teacher for initial employment. Upon request, a teacher will be given a copy of any material in his/her file at the teacher's

expense.

4. Any communication, favorable or unfavorable, regarding a teacher or group of teachers, made to any member of the administration by any parent, student, or other person, will be called to the attention of said teacher or group of teachers within two school days if such communications may result in administrative action.
5. No teacher will be disciplined, reprimanded, reduced in rank or compensation, or deprived of any professional advantage without just cause.
6. In any matter concerned with suspension, discharge, or other action affecting the professional status of any teacher, there shall be a meeting of the teacher and the administrator to explain the circumstances of the action. If the teacher desires that the issue be discussed with a representative who is an official of EASO present, one such official will be present at the teacher's request.

ARTICLE XV

STAFF-ADMINISTRATION COMMITTEES

A. BUILDING LIAISON COMMITTEE

In order to find solutions to building problems and to improve communications within the building, there will be a Building-Liaison Committee in each school of the District for the duration of this Agreement. This Committee shall consist of the building principal or designee, and teacher members appointed by EASO.

Each elementary school will have at most five teacher members; the middle school will have at most five teacher members; and the high school will have at most seven teacher members. The number of teachers serving on these committees will be at the discretion of EASO. Agenda and operating procedures for this committee shall be evolved jointly by all members of this committee. The first meeting of this committee shall take place not later

than October 15.

B. DISTRICT-LIAISON COMMITTEE

In order to find solutions to district-wide problems and to improve communications within the entire school district, there will be one District-Liaison Committee for the duration of this Agreement. This Committee shall consist of the superintendent of schools or designee, and at most eight (8) teachers appointed by EASO. The number of teachers on this committee will be at the discretion of EASO. These appointments will be representative of the elementary, middle, and high school levels. Agenda and operating procedures for this Committee shall be evolved jointly by all members of this Committee. The first meeting of this Committee shall take place not later than November 1.

C. PROFESSIONAL DEVELOPMENT COMMITTEE

In order to study curriculum problems, to evaluate programs to promote in-service education for staff, to develop programs for students with special learning problems, to act as a clearing house on educational matters, to publish minutes of its meetings, there will be a Professional Development Committee for the duration of this Agreement. This Committee shall consist of at most five (5) teachers appointed by EASO and at most five (5) administrators appointed by the Superintendent. Agenda and operating procedures for this committee shall be evolved jointly by all members of this Committee. The first meeting of this committee shall take place not later than November 1.

ARTICLE XVI

GRIEVANCE PROCEDURE

A. PURPOSE

The Board of Education and EASO agree that all grievances be resolved informally or at the earliest possible stage of this grievance procedure.

However, both parties recognize that the procedure must be available without any fear of discrimination because of its use. Informal settlements at any stage shall bind the immediate parties to the settlement but shall not be precedents in a later grievance proceeding.

B. DEFINITIONS

1. A "grievance" is any alleged violation of this Agreement or any dispute with respect to its meaning or application.
2. A "teacher" is any person in the unit covered by this Agreement.
3. An "aggrieved party" is the teacher or group of teachers who submit a grievance or on whose behalf it is submitted, EASO, and (when it submits a grievance), the Board.
4. A "day" is to be defined as "school day".

C. SUBMISSION OF GRIEVANCES

1. Before submission of a written grievance, the aggrieved party must attempt to resolve it informally.
2. Each grievance shall be submitted in writing and shall identify the aggrieved party, the provision of this Agreement involved in the grievance, the time when and the place where the alleged events or conditions constituting the grievance existed, and, if known, the identity of the person responsible for causing such events or conditions, and a general statement of the grievance and redress sought by the aggrieved party.
3. A grievance shall be deemed waived unless it is submitted within sixty (60) days after the aggrieved party knew or should have known of the events or conditions on which it is based.
4. a. A teacher or group of teachers may submit grievances which affect only the school in which they teach and shall submit such grievances to the building principal. Otherwise, it shall be submitted directly to the Superintendent of Schools.

- b. The Board may submit grievances and, when it does so, it shall present its grievances to the president of EASO.

D. GRIEVANCE PROCEDURE

1. The building principal shall respond in writing to each grievance received. Her/his refusal to consider the grievance can be an appropriate response. If an aggrieved party is not satisfied with the response of the building principal, or if no response is received within five (5) days after the submission of a grievance, such aggrieved party may submit a copy of the grievance to the superintendent of schools.
2. The superintendent of schools or designated representative shall, upon request, conduct a hearing with EASO with respect to all grievances submitted to him under this article within ten (10) days and give his report within five (5) days.
3. Within ten (10) days after receiving a grievance from the Board, EASO shall deliver to the superintendent of schools a detailed statement of its position with respect to the grievance.
4. In the event that either the Board or EASO is not satisfied with the position taken by the other with respect to a grievance, either the Board or EASO may, within thirty (30) days after receipt of the written position or the time it was done, refer the grievance to arbitration, binding on all parties, by requesting the New York City office of the American Arbitration Association. The decision of the arbitrator shall, however, be subject to the right of the Board or EASO to invoke its rights and pursue its remedies under Article 75 of the Civil Practice Law and Rules of the State of New York.
5. The fee and expenses of the arbitrator shall be shared equally by the Board and EASO.

E. MISCELLANEOUS

1. All papers dealing with the processing of a grievance shall be filed separate from the personnel files. Such files shall be maintained by the Board, and, together with such other records as may be necessary for the processing of the grievance, they shall be available for inspection and copying by an aggrieved party and EASO.
2. Every effort will be made by both parties to resolve as expeditiously as possible any grievance initiated between May 1 and the end of the school year in June.

ARTICLE XVII

NEGOTIATION PROCEDURE

- A. No later than March 1 prior to the termination of the existing Agreement, EASO and the Board will exchange their written proposals for a new Agreement.
- B. The Board and EASO shall each designate, in writing, a negotiating team which shall consist of a chairperson, a spokesman, a secretary, and such other persons as are deemed appropriate.
- C. Collective negotiations between the Board and EASO shall be conducted only by the designated negotiating teams as stipulated in Section B immediately above.

The designated negotiating teams shall serve until official action is taken by the Board or EASO to replace its team or any member thereof.
- D. If the Chairperson are unable to agree on the need for a negotiating session or are otherwise unable to schedule a session, the negotiating teams shall meet within seven days after delivery of a written request from one chairperson to the other. Such request shall include a statement of the subject matter of the session.

ARTICLE XVIII

CORPORAL PUNISHMENT AND TEACHER PROTECTION

A. CORPORAL PUNISHMENT

The use of corporal punishment in the South Orangetown Central School District is prohibited. This does not prohibit the use of reasonable physical force in self defense, to prevent physical injury to others, to prevent damage to property, or to restrain or remove the student whose behavior is disrupting the orderly performance of the function of the school district.

B. PROTECTION OF THE TEACHER

1. Report of Assault

Principals and teachers are required to report in writing within twenty-four (24) hours or as soon as they are physically able, any clear case of assault on a teacher in connection with their employment to the superintendent of schools or her/his representative.

2. Legal Counsel

The Board agrees to provide legal counsel to teachers in actions rising out of a disciplinary action taken against any pupil of the school district while in the discharge of duties within the scope of her/his employment. The teacher must, however, within ten days of serving of a summons, complaint, or other legal paper, deliver the original or a copy thereof to the Board.

3. Compensation for Lost Time

Should an assault on a teacher occur in the discharge of duties within the scope of her/his employment, and if it results in injury requiring loss of time, the teacher shall be paid in full for a period not to exceed ten (10) months and such paid absence shall not be deducted from any sick leave to which such teacher is entitled under this Agreement. The payment

during this period will be equal to the contract salary deducted by any payment from Workmen's Compensation. A teacher involved in any claim under this Article will, upon request of the Board, submit to examination by the school physician, and may have his/her physician present at such examination.

4. Save-Harmless Clause

The Board agrees to save teachers harmless from any financial loss, including reasonable attorney fees, arising out of any claim, demand, suit, criminal prosecution, or judgment by reason of any act or omission to act whatsoever by such teacher within or without the school building, provided the teacher at the time of the act or omission complained of was acting within the scope of her/his employment under the direction or with the approval of the Board or the duly appointed officials of the South Orangetown Central School District. This provision shall inure to the benefit of the individual teachers, their heirs and executors, and their insurance carriers, if any.

Notification by the teacher must be given as required by Section 3023 and/or Section 3028 of the New York State Education Law.

5. Bomb Search

In the event that any school building is evacuated in whole or in part by reason of any report or threat of damage thereto by bomb, fire, or other lethal instruments or incidents, no teacher shall be required to participate in any search for such lethal or destructive instrument.

ARTICLE XIX

ACADEMIC FREEDOM

- A. The parties seek to educate young people in the democratic tradition, to foster recognition of individual freedom and social responsibility, to inspire meaningful awareness of and respect for the Constitution, the Bill of Rights, the laws of the land, and to instill appreciation of the values

of individual personality. It is recognized that these democratic values can best be transmitted in an atmosphere which is free from censorship and artificial restraints, upon free inquiry and learning, and in which academic freedom for teacher and student is encouraged.

- B. Academic freedom shall be guaranteed to teachers, and no special limitations shall be placed upon study, investigation, presenting and interpreting facts and ideas concerning man, human society, the physical and biological world and other branches of learning, subject only to accepted standards of professional educational responsibility.
- C. Freedom of individual conscience, association, and expression will be encouraged and fairness in procedures will be observed both to safeguard the legitimate interests of the schools and to exhibit by appropriate examples the basic objectives of a democratic society. However, nothing herein contained shall be construed as allowing a teacher to teach anything contrary to the legal, moral, religious, or educational mores of the school district or community.

ARTICLE XX

BOARD-EASO COOPERATIVE ACTION

- A. EASO and the Board will actively cooperate in the following areas:
 - 1. Planning and carrying out an Orientation Program for teachers new to the District.
 - 2. The public relations program of the Board and EASO.
 - 3. Encouraging and promoting what they agree are high standards on the part of the professional staff.
 - 4. Involving staff members in recruiting, interviewing, and selecting prospective staff members.
- B. In a continuing cooperative effort to achieve educational excellence in the South Orangetown Schools, the parties to this Agreement will focus their attention on the development of:

1. An intensive, meaningful program for all students at all levels, with special concern for those with special learning problems.
 2. Curricula geared to the preparation of students for the challenges of ever-increasing technological/societal changes.
 3. Evaluating processes and research techniques to be used with the evolving educational programs of the District.
- C. The Board will offer a minimum of two (2) in-service courses during each of the years covered by this Agreement. One course is to be offered each semester.
- D. 1. In-service credit is credit granted for attendance at any district-approved seminars, workshops, and courses which are not regular graduate courses of a college or university.
2. A maximum of four (4) in-service credits will be granted in any one school year (July 1 to June 30).
 3. At no time will both a stipend and in-service credit be given for the same work. It must be one or the other.
 4. There will be prior publicity relative to course content and in-service credit for all workshops, seminars, and courses offered by the District.
 5. These courses will not be given during regular school time.
 6. In-service credit will be granted as follows:
 - .25 credit for four (4) hours of attendance
 - .50 credit for eight (8) hours of attendance
 - 1 full credit for fifteen (15) hours of attendance
 - 2 full credits for thirty (30) hours of attendanceProportionate credit will be granted for hours of attendance not specified above.
 7. Each staff member shall request prior approval of the in-service course work by submitting an application to the superintendent's

- L. Subcontracting shall not be used to erode the building pupil/teacher ratio.

ARTICLE XXII

TEACHER ASSISTANTS

1. Teacher assistants are covered by this Agreement with the exception of Articles V; VII; VIII; IX; X; XI; XIII, D & K; XV; XIX; XX, C & D; and XXI.
2. All teacher assistants will receive the hospitalization, major medical, dental, and life insurance benefits currently part of the EASO contract provided such teacher assistant qualifies under each of the insurance agreements.
3. Teacher assistants will be compensated according to the salary schedules on pages 67-68 of this agreement.
4. Teacher assistants who hold valid teaching licenses issued by the New York State Education Department will be offered teaching positions in the School District after excess lists are exhausted, provided the teacher assistant is certified for the position.
5. Teacher assistants will receive 15 sick days per year accumulative to 200 in each of the first four years of employment. Thereafter, they will receive 20 sick days per year accumulative to 200 days.
6. Teacher assistants will receive personal leave in accordance with Article XIII, Section H, of this agreement.

TEACHER ASSISTANTS' SALARY SCHEDULE 1997-98

(Effective July 1, 1997)

STEP	A	B	C
	LESS THAN ASSOC. DEGREE	ASSOC. DEGREE	BA DEGREE
1 (1-4 yrs credited service)	\$13.31/hr	\$17.10/hr	\$21.92/hr
2 (5-9 yrs credited service)	\$15.97/hr	\$20.50/hr	\$26.33/hr

3 (10 yrs credited service)	\$22.99/hr	\$24.61/hr	\$31.58/hr
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TEACHER ASSISTANTS' SALARY SCHEDULE 1998-99

(Effective July 1, 1998)

<u>STEP</u>	A	B	C
	<u>LESS THAN</u> <u>ASSOC. DEGREE</u>	<u>ASSOC.</u> <u>DEGREE</u>	<u>BA</u> <u>DEGREE</u>
1 (1-4 yrs credited service)	\$13.76/hr	\$17.67/hr	\$22.66/hr
2 (5-9 yrs credited service)	\$16.51/hr	\$21.19/hr	\$27.21/hr
3 (10 yrs credited service)	\$23.77/hr	\$25.44/hr	\$32.64/hr

TEACHER ASSISTANTS' SALARY SCHEDULE 1999-00

(Effective July 1, 1999)

Salaries will be increased by 2.75% - 4% based on CPI

TEACHER ASSISTANTS' SALARY SCHEDULE 2000-01

(Effective July 1, 2000)

Salaries will be increased by 2.9% - 4% based on CPI

TEACHER ASSISTANTS' SALARY SCHEDULE 2001-02

(Effective July 1, 2001)

Salaries will be increased by 3% - 4% based on CPI

ARTICLE XXIII

JOINT CODE OF ETHICS

1. The teacher and the School Board recognize that while the teacher participates in the formulation of school policy under the leadership of the school administrator, it is the duty of the administrator to recommend and the prerogative of the Board to determine final policy.

2. The teacher is obligated to adhere to School Board Policy; the School Board is obligated to establish policy that is consistent with federal and state laws and regulations and to adhere to such policy.
3. The teacher and the School Board transact all official business through proper channels and hold inviolate all confidential information.
4. The teacher and the School Board recognize their obligations to develop growing appreciation and understanding of the principles of democracy; they refrain from using the school to promote personal views on religion, race, or partisan politics.
5. The teacher and the School Board agree that due notice in fair time be given in all cases of appointment, resignation, or termination of service.
6. The teacher and the School Board avoid disparagement of fellow workers and predecessors.
7. The teacher and the School Board are impartial in all relationships with the pupil.
8. The teacher and the School Board encourage able and promising students to enter the teaching profession.
9. The teacher receives from the administrator candid appraisal of her/his work, and help with her/his problems; the School Board requires such supervisory assistance.
10. The teacher actively participates in the work of local, state and national professional education associations; the School Board actively participates in the work of township, county, district, state, and national school board associations.
11. The teacher uses ethical procedures in securing positions, and in maintaining salary schedules; the School Board uses ethical procedures in filling positions and in maintaining salary schedules.
12. The teacher accepts no compensation from firms commercially interested in the school; no member of the School Board accepts such compensation.

13. The teacher assumes responsibility for the welfare of the pupil and shows sympathetic understanding of pupil problems; the School Board provides conditions under which this can be accomplished.
14. The teacher endeavors to maintain good mental and physical health and to maintain a wholesome attitude toward the pupil; the School Board provides a healthful teaching environment.
15. The teacher develops, through continued study, travel, participation in professional and community life, and through wholesome human relationships; the School Board stimulates and encourages professional growth of the teacher.
16. The teacher is proud of his/her profession; the School Board is proud of its teachers.

ARTICLE XXIV

RETIREMENT INCENTIVE

Any teacher who is a vested member of the NYSTRS, who has 10 or more years experience with the SOCSD will receive 50% of her/his salary calculated for the school year of retirement should said teacher retire any time up to and including June 30 of the year he/she will be eligible to collect a pension. Should said teacher retire in the year following the year he/she is eligible to collect a pension he/she will receive 25% of her/his salary calculated for the school year of retirement should said teacher retire. Should said teacher retire two years following the year he/she is eligible to collect a pension, he/she will receive no incentive.

For any teacher who elects to take advantage of this agreement, payment will be made by December 31 of the year of retirement. Any teacher who elects to take advantage of this incentive will notify the District by December 31 of the school year in which he/she will retire. For this year only, notification will be by June 30, 1997.

This incentive is in place for the years 1996-1997 through the years 2001-2002.

For the purpose of this incentive, for 1996-97 any teacher who has passed his/her eligibility to collect a pension shall be considered to be in the first year of his/her eligibility. For 1997-98 these teachers will be considered to be in the second year of eligibility.

ARTICLE XXV

This Agreement shall be effective as of July 1, 1997 and shall continue in full force and effect through June 30, 2002.

IT IS AGREED BY AND BETWEEN THE PARTIES THAT ANY PROVISIONS OF THIS AGREEMENT REQUIRING LEGISLATIVE ACTION TO PERMIT ITS IMPLEMENTATION BY AMENDMENT OF LAW OR BY PROVIDING THE ADDITIONAL FUNDS THEREFORE, SHALL NOT BECOME EFFECTIVE UNTIL THE APPROPRIATE LEGISLATIVE BODY HAS GIVEN APPROVAL.

Executed at Blauvelt, New York this 21 day of October 1997.

EDUCATION ASSOCIATION
OF SOUTH ORANGETOWN

Robert A. Carillo
Robert A. Carillo
President/Negotiations
Chairman

BOARD OF EDUCATION

Nancy Russell
Nancy Russell
President

Sandra Kolk
Sandra Kolk, Ed.D.
Interim Superintendent of Schools

ATTEST:

Lillian Stuercke
Lillian Stuercke
District Clerk

	INDEX		
	<u>Page</u>	<u>Article</u>	<u>Paragraph</u>
ACADEMIC FREEDOM	62, 63	XIX	A - C
AGREEMENT			
Duration of	71	XXV	
Legal Exceptions to	4	II	E
Legislative Action for	72	XXV	
Priority of	4	II	B, C
Reproduction of	6	III	1
Scope of	5	III	A, D
ASSAULT			
On Teachers	61	XVIII	B
ASSIGNMENTS			
Teacher	38-41	VIII	A-F
ASSOCIATION LEAVE	6-7	III	J
ASSOCIATION RIGHTS AND RESPONSIBILITIES	5-7	III	A-J
BENEFITS-EASO BENEFIT FUND Fringe	7-10	IV	A-F
BOMB SEARCH	62	XVIII	B-5
BUILDING LIAISON COMMITTEE	56, 57	XV	A
BUILDINGS			
Use of	5, 6	III	D, E, F, G
BULLETIN BOARDS			
Association Use of	5	III	D
CIVIL PROCEEDINGS			
Brought Against Teacher	61, 62	XVIII	B
COMPLAINTS			
Re: Teacher	55, 56	XIV	1-4
Brought Against Teacher	62	XVIII	B-4
CONTACT TIME	40, 41	VIII	B
CORPORAL PUNISHMENT	61	XVIII	A
CREDIT			
Graduate	10	V	A
In-Service	63	XX	C, D
New Teacher	13	V	C
DENTAL PLAN	8	IV	B
DESK, TEACHER	45	XI	I

INDEX

	<u>Page</u>	<u>Article</u>	<u>Paragraph</u>
DISTRICT LIAISON COMMITTEE	57	XV	B
DUES, ASSOCIATION			
Deduction from Salary	3	I	B
DURATION OF AGREEMENT	71	XXV	
EDUCATIONAL MATERIALS	45	XI	G,H
ETHICS - JOINT CODE OF	68-70	XXIII	1-16
EVALUATION, TEACHER	51-54	XIV	A-G
FACULTY LOUNGE	45	XI	E
FILE CABINET, TEACHER	45	XI	I
FILES, TEACHER			
Access to	55	XIV	1
Right to Copy	55,56	XIV	1-3
GRIEVANCE PROCEDURES			
Declaration of Purpose	57,58	XVI	A
Definitions	58	XVI	B
Files	60	XVI	E
Time Limits	58,59	XVI	C,D
Procedures	58,59	XVI	C,D
HEALTH INSURANCE	7-8	IV	A
INJURY			
On the Job	61,62	XVIII	B-1,3
LEAVES			
Adoption	46,47	XIII	B-2
Assoc. President Designee	6-7	III	J
Bereavement	46	XIII	A
Child Care	46,47	XIII	B
Detached Service	47	XIII	C
Extended Sick	47	XIII	D
Immediate Family	47	XIII	E
Jury Duty	47	XIII	F
Maternity	46,47	XIII	B
Military Duty	47	XIII	C
On the Job Injury	61,62	XVIII	B-3
Personal	48	XIII	G
Political	48	XIII	H
Professional Advancement	48	XIII	I
Sick	49	XIII	J
Sick Leave Bank	50	XIII	J-8
Visitation	50	XIII	K
LEGAL COUNSEL	61	XVIII	B-2

INDEX			
	<u>Page</u>	<u>Article</u>	<u>Paragraph</u>
LEGISLATIVE ACTION Agreement Requirement for	72	XXV	
LIFE INSURANCE	9	IV	C
Dependent	9	IV	C
Employee			
LONGEVITY	13	V	F
LUNCH PERIODS	37	VII	C
MAIL, INTER-SCHOOL Use of by Association	5	III	D
MEETING	38	VII	H
Parent	37	VII	G
Staff			
MILEAGE	36	VI	E
Use of Teacher's Car			
NEGOTIATIONS, PROCEDURE FOR	60	XVII	A-D
NON-TEACHING DUTIES	37	VII	G
OBSERVATION, TEACHER	51-54	XIV	A-G
ON THE JOB INJURY	61	XVIII	B-3
ORIENTATION	36	VII	A
School Calendar			
PARENT-TEACHER CONFERENCE	38	VII	H
PLANNING TIME	40, 41	VIII	B
PM SCHOOL	23	VI	B-2
PROFESSIONAL COMMITMENT	44, 45	XI	A, B
PROFESSIONAL DEVELOPMENT COMMITTEE	57	XV	C
PROFESSIONAL IMPROVEMENT PANEL	54	XIV	H
PROFESSIONAL RESPONSIBILITIES	44, 45	XI	A, B
PUPIL-TEACHER RATIO	38-40	VIII	A
REDUCTION IN FORCE	65-67	XXI	A-L
SALARIES	24-28	VI	D-1
Athletics	23	VI	C
Chaperoning	35	VI	
Department Heads			

INDEX

	<u>Page</u>	<u>Article</u>	<u>Paragraph</u>
SALARIES (continued)			
Extra-Curricular	29-33	VI	D-2
Extra-Pay Assignments (7/1/97 - 6/30/02)	35	VI	D-7
Guidance Counselors	35	VI	
Home Tutoring	23	VI	B
Index	15, 17, 19	V	
Intramurals	34	VI	D-6
Professional Work	23	VI	A
Provisions	10	V	A
Psychologists	35	VI	
Schedules 7/1/97 - 6/30/02	16, 18, 20-22	VI	
Supervisor's Assistant	35	VI	
Team Coordinators	35	VI	
Team Leaders	35	VI	
SUBCONTRACTING	67	XXI	L
SUBSTITUTES	41	VIII	E
SUMMER SCHOOL	43, 44	X	A-F
SUPPORTIVE PERSONNEL	46	XII	A-C
TEACHER ASSISTANTS	67	XXII	1-6
TEACHING CONDITIONS	44, 45	XI	A-J
TEACHING DAY	36, 37	VII	B, C
TEACHING YEAR	36	VII	A
TRANSFERS			
Involuntary	41, 42	IX	A, C, D
Voluntary	42	IX	B, C, D
VACANCIES			
Notification	42, 43	IX	E, F

APPENDIX ONE
SOUTH ORANGETOWN CENTRAL SCHOOL DISTRICT

Performance Assessment
(short form)

Name: _____ School: _____

Grade/Subject: _____ Date: _____

COMPETENCES	SATISFACTORY	UNSATISFACTORY
Techniques of Instruction		
Teacher/Pupil Relationships		
Subject Competency		
Planning and Preparation		
Classroom Management		
Teacher/Parent Relationships		
Teacher/Staff Relationships		
Professional Growth		
Contribution to Total School and District Efforts		

Teacher Signature: _____ Date: _____

Evaluated by: _____ Position: _____

Date: _____

Yellow w/original signature - to teacher
White w/original signature - supervisor
White w/original signature - Personnel File

APPENDIX TWO
SOUTH ORANGETOWN CENTRAL SCHOOL DISTRICT

Performance Assessment

(long form)

Name: _____ School: _____

Grade/Subject: _____ Date: _____

COMPETENCES	SATISFACTORY	UNSATISFACTORY
Techniques of Instruction		
Teacher/Pupil Relationships		
Subject Competency		
Planning and Preparation		
Classroom Management		
Teacher/Parent Relationships		
Teacher/Staff Relationships		
Professional Growth		
Contribution to Total School and District Efforts		

Teacher Signature: _____ Date: _____

Evaluated by: _____ Position: _____

Date: _____

Green w/original signature - to teacher
White w/original signature - supervisor
White w/original signature - Personnel File

APPENDIX THREE

SOUTH ORANGETOWN CENTRAL SCHOOL DISTRICT

Professional Growth Proposal

Name(s) : 1. _____
2. _____
3. _____
4. _____

School: _____

School Year: _____

Option Two (Individual Project): _____

Option Three (Collaborative Project): _____

Title or Description of Project:

Goals/Objectives/Outcomes:

Implementation Plan With Activities:

Completion Target Date: _____

Teacher's/Teachers'		
Signature(s)	_____	Date _____
	_____	Date _____
	_____	Date _____
	_____	Date _____
Administrator's		
Signature	_____	Date _____

This plan must be submitted by October 15.

7/97

APPENDIX FOUR

SOUTH ORANGETOWN CENTRAL SCHOOL DISTRICT

Professional Growth Plan Summary

Name(s) : 1. _____
2. _____
3. _____
4. _____

School: _____

School Year: _____

Project Title or Prescription: _____

Summary: (Describe how you have accomplished your professional growth project. Please outline specific examples of how you have implemented this project. Attach samples of student and/or teacher work if appropriate.)

Administrator's Comments:

Teacher's/Teachers'	_____	Date	_____
Signature(s)	_____	Date	_____
	_____	Date	_____
	_____	Date	_____
Administrator's	_____	Date	_____
Signature	_____		

This summary must be submitted to the administrator by June 1.